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TOWN OF NEEDHAM

TOWN WARRANT

FINANCE COMMITTEE REPORT

AND RECOMMENDATIONS

AND

REPORTS OF SPECIAL COMMITTEES

TO THE TOWN

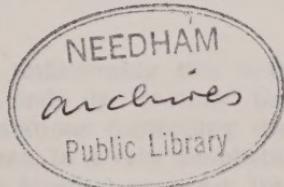
AT THE

ANNUAL MEETING, APRIL 11, 1977

ELECTION, APRIL 11, 1977

BUSINESS MEETING, MAY 2, 1977

AT 7:30 P.M.



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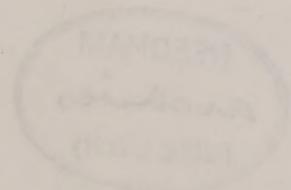
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THE WARRANT

66th ANNUAL REPORT OF THE FINANCE COMMITTEE

To the Voters of the Town of Needham:

It is certain that the taxpayers of Needham will face a substantial increase in their tax rate for the coming fiscal year. The magnitude of the increase will not be known until after Town Meeting and the final determination by the Assessors but it is most probable the increase will be in excess of \$6.00. The town has been most fortunate in the last three years in holding its tax rate almost level. What then has caused the current forecast of a substantial increase?

Our budget planning approach for the upcoming year was the same as followed in the last several years. Last fall we set forth certain guidelines for all town departments to follow in preparing their budgets. The Finance Committee also made estimates of state, federal and local revenues so as to have the necessary information for a comprehensive "guess" as to where we were headed. At the conclusion of this preliminary effort we concluded that a tax rate increase was inevitable but not of the magnitude which we now expect.

The basic economic reality of providing municipal services for Needham is based on constantly increasing costs which must be supported from revenues and a tax base which hardly increases from year to year. There are two ways this equation can be balanced—one is by increasing the revenues and/or tax rate. In the last few years the town has been fortunate in having the variable costs and revenues work out in a beneficial manner which meant the tax rate was only moderately affected. As we look forward to the next year it is quite clear that our costs will be up and our revenues will be down—and to a greater extent than we estimated last fall. This means that the tax rate must be increased substantially this year, and we expect this situation to be repeated in subsequent years. The second way is to cut existing services and to discourage the addition of new services. Our efforts in these areas have not met with notable success. As examples, the mini-bus experiment, with its inherent deficit ad infinitum, and proposed limitations of the scope of operations of the library.

The principal service areas affecting next year's town finances are the schools and the hospital. The school budget exceeded our guidelines by approximately \$200,000 and this level was only attained by strenuous efforts by the School Committee. Unfortunately it is unlikely that state reimbursement will increase this year despite the heavy costs mandated by Chapter 766. As a matter of interest the state reimburses Needham for 1/6 of our school costs.

The Glover Hospital will affect the tax rate unfavorably this next year. This results not because the hospital really ends up "costing" the town anything but because of the rules and regulations controlling the way in which we must budget expenses and revenues. In a very simplistic explanation, Needham must budget for next year's hospital expenses (including those connected with the new additions) but on the other hand the

TOWN OF NEEDHAM

assessors may only recognize the revenue level from the previous year. The net effect of this situation for the coming year is a substantial impact on the tax rate.

Many of you have read of the concern over the "unfunded" nature of the State's pension programs. Since most of our employees participate in these programs, this situation will affect Needham in the near future. It should be emphasized that even as you consider the appropriation of slightly over one million dollars for next year's pension costs, all of this money is going to pay existing retirees! Contrary to the practice common in private pension plans and every other State in the union, no attempt has been made to fund for benefit costs as they are incurred. The state, which has essentially prohibited proper funding of pension obligations, has recently indicated that they will reverse their long standing position and in the future will require funding of pension obligations as incurred. This change in position, while appropriate and long overdue, will have a significant effect on future pension costs and our tax rate as we attempt to make up past deficiencies.

As your committee faced the rather discouraging financial situation for the upcoming year we were encouraged by the realization that Needham continues to benefit from the willing cooperation of many citizens and employees in solving our problems. We have seen many examples of a willingness to investigate new ways of doing old jobs. Your committee has supported the work of citizen committees in the Public Safety, Pension, Finance and Hospital areas. We have endorsed the use of outside professionals where their expertise is needed to augment the work of our citizen committees. The results of these efforts will be an assurance to the citizens of Needham that the services they are paying for are delivered in an efficient and economical fashion.

In conclusion, the members of the Finance Committee would like to express our appreciation for the cooperation received from town department heads, employees and fellow citizens. We look forward to seeing you at Town Meeting.

Respectfully submitted,

WILLIAM L. MATHER, Chairman
JOHN C. HATCH, Vice Chairman
JOHN D. HORNE, (resigned 12/31/76)
ROBERT E. KETTLETON
EDWARD B. MURPHY
RICHARD C. PEIRCE
A. WILLIAM RHODES
CHARLES W. ROBINS
KENNETH W. MacWHINNEY
WARNER B. HARTFORD, Exec. Sec.

**TRANSFERS FROM FINANCE COMMITTEE RESERVE FUND
TO APPROPRIATION ACCOUNT**

July 1, 1975 - June 30, 1976

(Transfers have been summarized below by department. Detail of these transfers by line item is shown in the various operating budgets.)

Accounting	926.03
Board of Appeals	66.00
Assessors	636.83
Building	65.11
Fire	88.70
Memorial Park	151.56
Park and Recreation Commission	526.95
Personnel	500.00
Planning Board	283.70
Police	48,268.47
Public Works	81,332.62
Board of Registrars	2,294.83
Selectmen	7,519.06
Selectmen's Unclassified	59,182.39
Town Clerk	179.55
Treasurer	8,087.84
Veterans' Services	12,000.00
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TOTAL TRANSFERS	222,109.64
<hr/>	
APPROPRIATION	225,000.00
<hr/>	
BALANCE RETURNED TO OVERLAY SURPLUS RESERVE	2,890.36

DEBT PICTURE
(in thousands)

Year	Principal Repaid	Interest Paid	Total Debt Payment	State School Reimbursement	Debt End of Year
1967	919	260	1,179	225	7,773
1968	889	234	1,123	225	6,884
1969	874	221	1,095	225	8,210
1970	1,125	306	1,431	362	7,085
1971	1,080	263	1,343	360	6,705
1972	1,100	255	1,355	394	5,905
Transitional					
1/1/73 - 6/30/74					
	1,175	325	1,500	402	6,027
Fiscal Years					
1975	1,262	237	1,499	278	4,765
1976	1,220	184	1,404	267	3,545
1977	1,115	139	1,254	236	4,660
1978	905	205	1,110	236	3,755
1979	875	167	1,042	228	2,880
1980	770	130	900	97	2,110
1981	430	105	535	31	1,680
1982	105	92	197		1,575
1983	105	87	192		1,470
1984	105	81	186		1,365
1997	105	6	111		

RECOMMENDED CAPITAL EXPENDITURES — 1977-1978

REPORT OF THE FINANCE COMMITTEE

Article No.	Method of Financing		
	Cost	Tax Rate For 1977	Other
<i>Glover Hospital:</i>			
		17,500	
	X-Ray Tube Contingencies		
	Gamma Counting Instrument	5,500	
	Enzyme Analyzer	17,000	
	2 Alternators	20,000	
	Replace monitors, oscilloscopes & defibulators		
	Oscilloscope-non fade ICU	10,000	
	Instrument washer/cleaner	6,500	
	Flash Sterilizer	10,000	
	New Technology	11,000	
		10,000	
<i>Park and Recreation Department:</i>			
38	Irrigation of DeFazio Complex (joint project of School Com., Board of Selectmen and P & R)	38,000	
39	Rosemary Lake north perimeter fencing, Cricket Field fencing and Cricket Field backstop	5,500	
		43,500	

TOWN OF NEEDHAM

Article No.	Public Works Department:	Cost	Tax Rate For 1977	Other
<i>Highway:</i>				
16, Line 100	Equipment Replacement	96,000		
24	Highway Reconstruction	5,000		
22 & 23	New Street Construction	43,500		
30	Disposal Area Facilities	80,000		
16, Line 103	Park Division: Reconstruction of School Grounds	25,000		
26	Sewer: Drain Construction	19,790		
27	Rehabilitation of Alden Road Sewage Pumping Station	20,000		
<i>Water:</i>				
28	Laying & Relaying Water Mains	60,000		
16, Line 111	Main Extensions & Services	40,000		
29	Facilities for Reduction of Corrosiveness of Needham's Water	15,000		
25	Sewer: Sewer Construction	31,750		
<i>School Department:</i>				
16, Line 172	Maintenance and Renovation Program for Physical Facilities	80,000	80,000	
<i>Board of Selectmen:</i>				
36	New Boiler for Town Hall	20,000	46,000	
37	Ambulance	26,000		
			<u>681,290</u>	<u>31,750</u>

CAPITAL BUDGET PROGRAM — 1978-1983

Summary of Projects Requested

(Inclusion herein does not necessarily reflect Capital Budget Committee approval)

REPORT OF THE FINANCE COMMITTEE

CAPITAL BUDGET PROGRAM (Continued)

Project	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	Timing Later or Need Uncertain
Outdoor lighting installation at six tennis courts at Defazio Complex. (Joint project of School Com., Bd. of Selectmen and P&R)							*
Horsford Pond Park development and Lifecourse construction Purchase of department car Development of a community recreation complex at present landfill site Claxton Field parking lot expansion	5,000	10,000	5,000				*
<i>Public Works Department:</i>							
Park Division:							
Reconstruct. of School Grounds	25,000	25,000	25,000	25,000	25,000	25,000	
Highway:							
Equipment Replacement	96,000	99,500	106,000	105,500	116,000	116,000	
Highway Reconstruction	5,000	10,000	10,000	10,000	10,000	10,000	
State Aid to Highways - Central Ave.: Bess Road to Great Plain Avenue							
Sidewalk Construction	50,000	50,000	50,000	50,000	50,000	50,000	
Sidewalk Surfacing	10,000	10,000	10,000	10,000	10,000	10,000	
New Street Construction	3,000	3,000	3,000	3,000	3,000	3,000	
Norris Farm Storage Building Replacement	43,500	20,000	20,000	20,000	20,000	20,000	
Disposal Area Facilities	80,000	60,000					
Sewer:							
Sewer Construction	31,750	75,000	75,000	75,000	75,000	75,000	
Drain Construction	19,790	25,000	25,000	25,000	25,000	25,000	
Rehabilitation of Alden Road Sewage Pumping Station	20,000						

CAPITAL BUDGET PROGRAM (Continued)

Project	Timing Later or Need or Uncertain				
	1977-78	1978-79	1979-80	1980-81	1981-82
Water:					
Laying & Relaying Water Mains	60,000	70,000	70,000	70,000	70,000
Main Extensions & Services	40,000	40,000	40,000	40,000	40,000
Main to Birds Hill Tank		300,000			
Facilities for Reduction of Cor-					
rosiveness of Needham's Water	15,000				
<i>School Department:</i>					
Maintenance & Renovation Pro-					
gram for Physical Facilities	80,000	80,000	80,000	80,000	80,000
<i>Board of Selectmen:</i>					
New Boiler for Town Hall	20,000				
Ambulance	26,000				
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	713,040	1,239,500	977,500	832,000	606,000
					1,177,500
					219,000

* Costs Unknown

BUDGET RECOMMENDATIONS

FOR FISCAL YEAR ENDING JUNE 30, 1978

Submitted by the Finance Committee

General Note: The salary budgets shown herein do not reflect possible pay increases which may be recommended by the Personnel Board, with the exception of Schools and Hospital, but do include step rate increases and longevity pay where applicable.

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
GENERAL GOVERNMENT			
2.5% of Recommended Budget Total			
1. Salaries	57,511	60,145	60,997
2. Expenses	6,726 *	5,900	6,726
3. Travel Out of State	500	500	600
4. Capital Outlay			200
	<hr/>	<hr/>	<hr/>
*Reserve Fund — 926	64,737	66,545	68,523

Accounting:

1. Salaries	45,922	49,516	50,148
2. Expenses	31,943	35,288	36,000
	<hr/>	<hr/>	<hr/>
	77,865	84,804	86,148

Data Processing:

5. Salaries	45,922	49,516	50,148
6. Expenses	31,943	35,288	36,000
	<hr/>	<hr/>	<hr/>
	77,865	84,804	86,148

TOWN OF NEEDHAM

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
<i>Assessors:</i>			
7. Salaries	73,837 *	67,208	66,650
8. Expenses	5,583 *	23,750	8,750
9. Capital Outlay		272	
10. Travel Out of State	500	500	500
			<u>75,900</u>
*Reserve Fund — 537 100	79,920	91,730	
<i>Board of Appeals:</i>			
11. Salaries	1,237	1,692	1,692
12. Expenses	1,373 *	1,400	1,400
			<u>3,092</u>
*Reserve Fund — 66	2,610	3,092	
<i>Council on Aging:</i>			
13. Salaries	13,320	15,500	15,500
14. Expenses	3,770	3,876	5,500
			<u>21,000</u>
	17,090	19,376	
<i>Finance Committee:</i>			
15. Salaries	2,728	2,851	2,851
16. Expenses	398	400	400
			<u>3,251</u>

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
<i>Legal:</i>			
17. Salaries	19,275	20,142	20,142
18. Expenses	7,010	3,118	2,000
19. Special Counsel - Labor		10,000	10,000
20. Damages	374		
	<hr/>	<hr/>	<hr/>
<i>Planning Board:</i>			
21. Salaries	25,690	27,471	32,142
22. Expenses	2,684 *	2,600	2,600
23. Technical Assistance	1,185	1,800	
24. Travel Out of State	200	200	200
25. Capital Outlay		130	
	<hr/>	<hr/>	<hr/>
*Reserve Fund — 284	29,759	32,201	31,039
<i>Registrars:</i>			
26. Salaries	12,168 *	12,095	12,095
27. Expenses	10,383 *	14,780	8,575
28. Tellers and Canvassers	12,728 *	16,150	9,450
	<hr/>	<hr/>	<hr/>
*Reserve Fund — 526	35,279	43,025	30,120
	1,441		
	328		
<i>Personnel Board:</i>			
29. Salaries	20,243 *	22,056	22,806
30. Expenses	2,750	3,450	3,850
	<hr/>	<hr/>	<hr/>
*Reserve Fund — 500	22,993	25,506	26,656

TOWN OF NEEDHAM

	Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
<i>Selectmen:</i>				
31.	Salaries	56,011 *	67,091	68,042
32.	Telephone Charges	28,669 *	26,700	32,400
33.	Expenses	21,602 *	22,950	21,942
34.	Town Meetings	5,866	6,818	6,765
				<hr/>
	*Reserve Fund —	752	112,148	123,559
		5,169		
		1,597		
<i>Town Clerk:</i>				
35.	Salaries	33,269	35,342	35,590
36.	Expenses	2,480 *	2,950	2,750
37.	Travel Out of State	149	100	300
				<hr/>
	Reserve Fund — 180	35,898	38,392	38,640
<i>Treasurer and Tax Collector:</i>				
38.	Salaries	52,788 *	47,513	55,839
39.	Expenses	16,300 *	15,600	16,500
40.	Capital Outlay			200
				<hr/>
	*Reserve Fund — 4,738	69,088	63,113	72,539
	3,350			
<i>Youth Commission:</i>				
41.	Salaries	49,708	55,742	56,183
42.	Expenses	8,023	8,530	8,530
43.	Capital Outlay		450	
				<hr/>
		57,731	64,722	64,713
TOTAL: GENERAL GOVT.				
		634,903	692,576	682,912

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
PROTECTION OF PERSONS AND PROPERTY			
44. Salaries	3,253	1,500	1,500
45. Expenses	9,694	10,928	11,000
46. Capital Outlay	924		1,200
	<hr/>	<hr/>	<hr/>
	13,871	12,428	13,700
<i>Civil Defense:</i>			
47. Salaries, regular	1,020,680	1,102,337	1,114,646
48. Overtime	217,515	191,072	169,587
49. Education Incentive and Emergency Medical Technician	17,800	7,200	23,800
50. Inservice Training			27,065
	<hr/>	<hr/>	<hr/>
51. Building Maintenance	16,805	19,950	21,450
52. Capital Outlay	18,173	5,000	
53. Equipment and Supplies	16,730	16,750	16,600
54. Service Expenses	6,159	5,250	5,600
55. Travel Out of State	304	400	400
56. Equipment Maintenance	10,739 *	10,650	11,850
	<hr/>	<hr/>	<hr/>
*Reserve Fund — 88	1,324,905	1,358,609	1,390,998

TOWN OF NEEDHAM

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
<i>Fire Alarm:</i>			
57. Salaries	27,492	30,160	29,623
58. Overtime Salaries			1,500
59. Expenses	12,421	12,700	12,950
60. Equipment Maintenance	1,200	3,200	2,600
	<hr/>	<hr/>	<hr/>
	41,113	46,060	46,673
<i>Building:</i>			
61. Salaries	55,492	60,286	61,026
62. Expenses	980 *	1,100	1,234
	<hr/>	<hr/>	<hr/>
*Reserve Fund — 65	56,472	61,386	62,260
<i>Sealer of Weights and Measures:</i>			
63. Salaries	3,250	3,396	3,396
64. Expenses	1,075	1,150	1,150
	<hr/>	<hr/>	<hr/>
	4,325	4,546	4,546
<i>Police:</i>			
65. Salaries, regular	814,393 *	909,530	913,127
66. Overtime	91,469	50,000	60,000
67. Educational and Career Incentive Inservice Training	14,600	14,000	16,800
	12,188	19,000	26,700

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
68. Auto Maintenance	43,678 *	37,000	41,500
69. Building Maintenance	11,351 *	12,000	19,000
70. Capital Outlay	30,485	57,000	34,000
71. Communications	6,000	7,000	14,000
72. Operating Expenses	16,930 *	10,500	15,400
73. Signal System	2,220	1,000	1,000
74. Travel Out of State		500	500
75. Uniforms	11,771	13,000	13,200
76. Crime Check Committee	1,120	500	500
77. Animal Control	887 *	1,200	1,200
	<hr/>	<hr/>	<hr/>
*Reserve Fund—33,368	1,057,092	1,132,230	1,156,927
	8,000		
	700		
	5,200		
	1,000		

TOTAL: PROTECTION OF PERSONS AND PROPERTY

2,497,778 2,615,259

2,675,104

TOWN OF NEEDHAM

Recommended
Appropriation
Y/E 6-30-78

Expended
Y/E 6-30-76

Description

HEALTH SERVICES

.7% of Recommended Budget Total

Board of Health:

	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
78. Salaries	81,243	84,040
79. Expenses	5,707	7,125
80. Capital Outlay		3,800
81. Garbage Removal	60,000	60,000
82. Hospitalization		500
83. Mental Health - Norfolk County	15,652	15,652
84. Mosquito Control		2,500
85. Travel Out of State	300	300
86. Mentally Retarded	7,500	7,800
	<hr/>	<hr/>
	170,402	181,717
		162,639

Dental Health:

	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
87. Salaries	8,733	9,109
88. Expenses	3,831	4,500
	<hr/>	<hr/>
	12,564	13,609
		14,084

TOTAL: HEALTH SERVICES

182,966 195,326 176,723

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
PUBLIC WORKS			
<i>8.1% of Recommended Budget Total (including 1.2% for Debt Service)</i>			
<i>Administration:</i>			
89. Salaries	70,887	76,824	67,022
90. Expenses	3,426	3,655	3,725
91. Travel Out of State	1,000	1,000	800
	<hr/>	<hr/>	<hr/>
	75,313	81,479	71,547
<i>Engineering:</i>			
92. Salaries	151,953	156,006	147,678
93. Expenses	6,399 *	5,400	5,400
	<hr/>	<hr/>	<hr/>
* Reserve Fund — 1,500	158,352	161,406	153,078
<i>Garage and Equipment:</i>			
94. Salaries	80,931	81,776	81,683
95. Expenses	53,749 *	62,550	68,000
	<hr/>	<hr/>	<hr/>
* Reserve Fund — 2,199	134,680	144,326	149,683
<i>Highway:</i>			
96. Salaries	307,842	325,143	318,361
97. Salaries - Parking Meter Fund ..	7,000	7,350	8,000
98. Expenses	107,063 *	107,350	127,150
99. Highway Repairs	5,000	6,000	6,000
100. Equipment Replacement	77,000	84,000	96,000
	<hr/>	<hr/>	<hr/>
Reserve Fund — 16,633	503,905	529,843	555,511

TOWN OF NEEDHAM

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
<i>Park Division:</i>			
101. Salaries	188,520	202,970	219,749
102. Expenses	64,900	69,750	80,275
103. Capital Outlay	21,270	33,000	25,000
	<hr/>	<hr/>	<hr/>
	274,690	305,720	325,024
<i>Sewer:</i>			
104. Salaries	281,351	294,362	281,048
105. Expenses	32,202 *	39,150	41,650
106. House Connections	14,000	14,000	18,950
	<hr/>	<hr/>	<hr/>
* Reserve Fund — 5,000	327,553	347,512	341,648
<i>Snow and Emergency:</i>			
107. Overtime Salaries	68,000 *	50,000	50,000
108. Expenses	97,997 *	60,000	60,000
	<hr/>	<hr/>	<hr/>
* Reserve Fund — 18,000	165,997	110,000	110,000
<i>Water:</i>			
109. Salaries	230,415	242,459	241,819
110. Expenses	123,099	131,700	154,700
111. Main Extensions and Services	34,986	40,000	40,000
	<hr/>	<hr/>	<hr/>
	388,500	414,159	436,519
TOTAL: PUBLIC WORKS			
	2,028,990	2,094,445	2,143,010

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
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HOSPITAL
20.6% of Recommended Budget Total (including 1.2% for Debt Service)

Glover Hospital:

112. Salaries	2,934,319	3,171,090	3,539,848
113. Expenses	1,316,221	1,446,149	1,551,180
114. Capital Outlay	136,688	127,123	120,000
115. Travel Out of State	2,696	3,000	3,000
116. X-Ray	76,466		
	<hr/>	<hr/>	<hr/>
	4,466,390	4,747,362	5,214,028
TOTAL: HOSPITAL	4,466,390	4,747,362	5,214,028

VETERANS' SERVICES

.3% Recommended Budget Total

Veterans' Services:

117. Salaries	15,577	16,253	16,303
118. Expenses and Transportation	422	500	500
119. Benefits	86,994 *	75,000	75,000

*Reserve Fund — 12,000

TOTAL: VETERANS' SERVICES	102,993	91,753	91,803
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TOWN OF NEEDHAM

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
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LIBRARIES

1.4% of Recommended Budget Total (including .1% for Debt Service)

Public Library:

Main Library:			
120. Salaries	230,400	239,994	235,941
121. Bindings	1,151	1,500	1,500
122. Books & Periodicals	61,046	61,267	63,564
123. Building Maintenance	24,169	29,147	21,078
124. Expenses and Supplies	16,363	16,724	17,839
125. Capital Outlay	—	—	6,000
126. Travel Out of State	457	—	—
Total	<u>333,586</u>	<u>348,632</u>	<u>345,922</u>
Branch:			
127. Salaries	12,800	13,226	13,326
128. Rent	3,000	3,300	3,600
129. Book Transport	860	860	1,080
130. Periodicals	733	733	750
131. Utilities	943	943	972
Total	<u>18,336</u>	<u>19,062</u>	<u>19,728</u>
TOTAL: LIBRARIES	351,922	367,694	365,650

PARKS AND RECREATION
1.1% of Recommended Budget Total (including .3% for Debt Service)

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
<i>Memorial Park:</i>			
132. Expenses	652 *	500	No request received
Reserve Fund — 152	652	500	
<i>Conservation:</i>			
133. Salaries		500	200
134. Expenses		1,000	2,400
	477	1,500	2,600
<i>Parks and Recreation:</i>			
135. Salaries	133,940	143,778	148,980
136. Expenses	46,780 *	47,262	54,020
137. Capital Outlay	4,500	4,450	
138. Engineering Services	1,000	2,000	2,000
	186,220	197,490	205,000
* Reserve Fund — 527			
TOTAL: PARKS & RECREATION . . .	187,349	199,490	207,600

TOWN OF NEEDHAM

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
DEBT AND INTEREST			
4.1% of Recommended Budget Total			
139. Maturing Bonds and Notes	910,000	805,000	905,000
140. Bond and Note Interest	149,914	121,906	208,267
141. Temporary Loan Interest		5,000	5,000
142. Fiscal Cycle Loan - Prin. - Schools	307,000	310,000	
143. Fiscal Cycle Loan - Int. - Schools.	33,790	16,895	
	<hr/>	<hr/>	<hr/>
TOTAL: DEBT & INTEREST	1,400,704	1,258,801	1,118,267
PENSIONS			
3.9% of Recommended Budget Total			
<i>Contributory Retirement:</i>			
144. Contributions	645,969	829,848	869,575
145. Expenses	3,500	3,500	7,125
	<hr/>	<hr/>	<hr/>
	649,469	833,348	876,700
<i>Pensions and Annuities:</i>			
146. Haddock and McLeod	3,600	3,600	3,600
147. Chapter 32 Retirements	130,554	140,407	162,963
	<hr/>	<hr/>	<hr/>
	134,154	- 144,007	166,563
TOTAL: PENSIONS	783,623	977,355	1,043,263

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78
UNCLASSIFIED			
<i>Finance Committee:</i>			
148. Reserve Fund	222,110	225,000	225,000
<i>Selectmen - Miscellaneous:</i>			
149. Insurance	75,746	118,000	178,154
150. Accident & Health & Group			
Life Insurance	426,006 *	354,275	560,000
151. Workmen's Compensation Self Insurance Fund & Premium Account	81,572	92,000	100,000
152. Property and Casualty Self Insurance	2,663	1,887	1,457
153. Uniformed Services Medical Payments			
Memorial Day	950	7,000	7,000
154. Care of Soldiers' Graves	800	1,000	1,000
155. Town Report	4,110	800	800
156. Street Lighting	122,176 *	5,000	5,000
157. Maint. of Stephen Palmer School	11,698	120,000	130,000
		5,000	
<i>*Reserve Fund —</i>	<i>41,006</i>		
TOTAL: UNCLASSIFIED	947,831	929,962	1,208,411

TOWN OF NEEDHAM

Description	Expended Y/E 6-30-76	Appropriation Y/E 6-30-77	Recommended Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-78
SCHOOLS				
47% of Recommended Budget Total (including 2.3% for Debt Service)				
159. Salaries	8,778,874	9,448,891	10,110,072	
160. Administration	21,053	26,800	27,600	
161. Instruction	389,179	458,060	490,188	
162. Other School Services	54,617	61,829	61,450	
163. Cafeteria Assistance	45,000	45,000	40,000	
164. Pupil Transportation	200,231	217,685	214,780	
165. Operation and Maint. of Plant	674,406	731,110	717,264	
166. Community Services	44,941	45,000	45,000	
167. Fixed Asset Acquisitions	36,949	44,650	44,526	
168. Tuitions, other Districts	142,544	175,000	175,000	
169. Out of State Travel	4,000	8,000	8,000	
170. Summer School	20,664	23,500	23,500	
171. Adult Evening Education	22,553	29,000	32,000	
172. Capital Outlay - Renovation of Physical Properties	73,961	80,000	80,000	
TOTAL: SCHOOLS	10,508,972	11,394,525	12,069,380	
GRAND TOTAL: ALL BUDGETS	24,094,421	25,564,548	26,996,151	

**Recommended Appropriation
Y/E 6-30-78**

Description

**Appropriation
Y/E 6-30-77**

SCHOOLS — ADDITIONAL INFORMATION*Salary Accounts:*

	Recommended Appropriation Y/E 6-30-78	Appropriation Y/E 6-30-77
<i>Teachers</i>	7,866,391	8,379,177
Non-Teachers	103,200	105,200
Office Staff	451,400	488,300
Custodians & Maintenance	724,000	763,415
Salary Adjustments	30,000	30,000
Substitutes	64,900	67,700
Tutorial Staff	104,000	165,000
Non-Teaching Substitutes & Overtime	28,000	28,000
Intramurals	17,000	16,280
Professional Development	15,000	25,000
School Aides	45,000	42,000
	<hr/>	<hr/>
	9,448,891	10,110,072
<i>Other Accounts:</i>		
<i>Instruction:</i>		
Teaching Supplies	272,312	309,574
Textbooks	79,883	69,669
Media - Libraries	40,115	41,725
Media - Audiovisual	52,270	55,020
Guidance	13,480	14,200
	<hr/>	<hr/>
	458,060	490,188

TOWN OF NEEDHAM

Description	Recommended Appropriation	Appropriation Y/E 6-30-78
	Y/E 6-30-77	Y/E 6-30-78

Pupil Transportation:

Regular Bus Contract	152,200	145,200
Vocational Education	4,000	4,000
Athletic Buses	18,155	18,330
Special Education	42,000	46,000
Library and Music	1,330	1,250
	<hr/>	<hr/>
	217,685	214,780

Operation & Maintenance of Plant:

Custodial Supplies	26,500	26,500
Fuel - Heating	248,000	228,000
Utilities - Telephone and Electricity	224,500	240,000

Maintenance Accounts:

Maintenance of Grounds	3,900	3,900
Maintenance of Buildings	86,900	98,600
Maintenance of Equipment	74,350	79,710
Replacement of Equipment	66,960	40,554
	<hr/>	<hr/>
Total Maintenance	232,110	222,764
	<hr/>	<hr/>

Total Operations and Maintenance	731,110	717,264
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WARRANT FOR THE ANNUAL TOWN MEETING Monday, April 11, 1977

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the constables in the Town of Needham in said County.
Greeting:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the Inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet in their respective voting places in said town namely:

Precinct A—William Carter School
Precinct B—Hillside School
Precinct C—Derwood Newman Junior High School
Precinct D—High Rock School
Precinct E—William Pollard Junior High School
Precinct F—Highland Aveune School
Precinct G—Harris School
Precinct H—Broad Meadow Schoool
Precinct I—William Mitchell School—Kindergarten
Precinct J—William Mitchell School—Gymnasium

on MONDAY, THE ELEVENTH DAY OF APRIL, 1977

from forty-five minutes after six o'clock in the forenoon, until eight o'clock in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1. To choose by ballot the following Town Officers:

One Moderator for one year;
One Selectman for three years;
One Town Clerk for three years;
One Assessor for three years;
Three members of School Committee for three years;
Two Trustees of Memorial Park for three years;
Two Trustees of Needham Public Library for three years;
One Trustee of Needham Public Library for one year;
One member of Board of Health for three years;
One member of Planning Board for five years;
One Commissioner of Trust Funds for three years;
Two members of Park and Recreation Commission for three years;
Five Town Meeting Members from Precinct A for three years;
Ten Town Meeting Members from Precinct B for three years;
Thirteen Town Meeting Members from Precinct C for three years;
One Town Meeting Member from Precinct C for two years;
Thirteen Town Meeting Members from Precinct D for three years;
One Town Meeting Member from Precinct D for two years;
Ten Town Meeting Members from Precinct E for three years;
Six Town Meeting Members from Precinct F for three years;
One Town Meeting Member from Precinct F for one year;
Seven Town Meeting Members from Precinct G for three years;
One Town Meeting Member from Precinct G. for one year;
Nine Town Meeting Members from Precinct H for three years;
Seven Town Meeting Members from Precinet I for three years;
One Town Meeting Member from Precinct I for one year;
Nine Town Meeting Members from Precinct J for three years;
One Town Meeting Member from Precinct J for one year.

TOWN OF NEEDHAM

ARTICLE 2. To submit the following question upon the official ballot to voters of the Town:

The following is a non-binding advisory question:

"Shall the present commuter railroad service from South Station to Needham be continued, with improvements, instead of extending the MBTA rapid transit commuter service (Orange Line) into Needham?"

ARTICLE 3. To submit the following question upon the official ballot:

"Shall licenses be granted in this town for the operation, holding or conducting of the game commonly called beano?"

SUMMARY

By special act of the General Court (Chap. 2, Acts of 1977) applicable to Needham only permits this question on the official ballot at this election. If a majority of the votes cast are in the affirmative, "beano" will be legal for the period ending December thirty-first 1979; the provisions of Chapter 729 of the Acts of 1973, mandates that the same question appear on the official ballot in the year 1979 to extend the period for which "beano" will be legal for four years and every four years thereafter the same question will appear on the official ballot to determine if "beano" will continue to be legal.

ARTICLE 4. To submit the following question upon the official ballot:

"Shall licenses be granted in the Town of Needham for the sale therein of all alcoholic beverages by clubs and war veterans' organizations?"

SUMMARY

By Special Act of the General Court (Chap. 3, Acts of 1977) applicable to Needham only permits this question on the official ballot at this election. If a majority of the votes cast are in the affirmative, the sale in Needham of all alcoholic beverages by clubs and veterans' organizations to their members and their guests will be legal for the period ending with the calendar year 1978; hereafter at each biennial state election the same question will appear on the official ballot until such time as the results of the affirmative or negative votes cast are the same for three successive biennial elections following which the question can only appear on the official ballot for a biennial state election by petition of the required registered voters.

and at Newman Junior High School in said Town on

MONDAY, THE SECOND DAY OF MAY, 1977 at 7:30 P.M.

ARTICLE 5. To hear and act on the reports of Town Officers and Committees.

ARTICLE 6. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1977, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

ARTICLE 7. To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

(*Board of Selectmen*)

Recommended: That the sum of \$3,318.66 be appropriated for the Public Library.

ARTICLE 8. To see if the town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1977 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Assessor, Chairman
Assessor, others
Selectman, Chairman
Selectmen, others
Town Clerk

SEE NOTE SCHEDULE C
PAGE 40

or take any other action relative thereto.

(*Personnel Board*)

Recommendation deferred.

ARTICLE 9. To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Laws approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred on the following date: February 7, 1977.

or take any other action relative thereto.

(*Personnel Board*)

Recommendation deferred.

ARTICLE 10. To see if the Town will vote to amend Section 17, Schedule A of its Consolidated Personnel By-Law as follows:

Add position of Administrative Assessor, Grade S-
Add position of Division Superintendent (Park), Grade S-22
Add position of Executive Secretary, Selectmen, Grade S-
Add position of Treasurer & Tax Collector, Grade S-
Delete Footnote (7) Additional \$50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.
Delete Footnote (12) Additional \$150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.
Change footnote designations — (8) to (7), (9) to (8), (10) to (9), (11) to (10), (13) to (11), (14) to (12).

or take any other action relative thereto.

(*Personnel Board*)

Recommendation deferred.

ARTICLE 11. To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefor the following:

Section 17. Classification and Standard Rates of Compensation of the Paid Appointive Service. Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1977 and the compensation of positions classified by the Director of Civil Service effective July 1, 1976 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Assessor	S-
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Assistant Town Comptroller	S-19
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2)	S-17
Civil Engineer Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief (12)	F-4
Director of Civil Defense (P.T.)	Schedule C

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Director of Parks and Recreation	S-24
Director of Public Works (9)	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Park) (1)	S-22
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-10
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen	S-
Executive Secretary, Selectmen (PT)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (12)	F-3
Fire Chief	F-5
Firefighter (6) (12)	F-1
Fire Lieutenant (12)	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (3) (4) (7) (8) (12)	P-2
Personnel Director (11)	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant (12)	P-4
Police Maintenance Man	S-11

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (7) (8) (10) (12)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Town Treasurer & Tax Collector	S-
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

- (1) Additional \$100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.
- (2) Additional \$45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
- (3) Additional \$60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.
- (4) Additional \$750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
- (5) Additional \$40.00 per month when assigned to and performing the duties of Station Commander as designated by the Fire Chief and the Police Chief.

- (7) Additional \$40.00 per month when assigned permanently to the night shifts as designated by the Police Chief.
- (8) Additional \$50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.
- (9) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.
- (10) Additional \$750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
- (11) Additional \$600.00 per year when acting as Workmen's Compensation agent.
- (12) Additional \$300.00 per year when certified and acting as Emergency Medical Technician.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34					
S-33					
S-32					
S-31					
S-30					
S-29					
S-28					
S-27					
S-26					
S-25					
S-24					
S-23					
S-22					
S-21					
S-20					
S-19					
S-18					
S-17					
S-16					
S-15					
S-14					
S-13					
S-12					
S-11					
S-10					
S-9					
S-8					
S-7					
S-6					
S-5					
S-4					
S-3					
S-2					
S-1					

See Note Schedule C

TOWN OF NEEDHAM

SCHEDULE B-2
POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5					
P-4					
P-3					See Note Schedule C
P-2					
P-1					

SCHEDULE B-3
FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5					
F-4					
F-3					See Note Schedule C
F-2					
F-1					

SCHEDULE B-4
FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2					
FA-1					See Note Schedule C

SCHEDULE B-5
HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8					
W-7					
W-6					See Note Schedule C
W-5					
W-4					
W-3					
W-2					
W-1					

SCHEDULE C
RATE FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director (P.T.) (per week) (1)		
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		
Group B (per session)		
Group C (per session)		
Group D (per session)		
Group E (per session)		
Animal Inspector (P.T.) (per annum)		
Assistant Beach Supervisor (P.T.) (per week) (1)		
Assistant Recreation Supervisor (P.T.) (per week) (1)		
Associate Director of Council on Aging (P.T.) (30 hrs. wkly.)		

SCHEDULE C (Continued)

Minimum	Maximum
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Athletic Official or Referee (P.T.)		
Group A (per session)		
Group B (per session)		
Group C (per session)		
Group D (per session)		
Group E (per session)		
Beach Booth Attendant (P.T.) (per week) (1)		
Beach Lifeguard (P.T.) (per week) (1)		
Beach Supervisor (P.T.) (per week) (1)		
Building Inspector (Substitute) (P.T.) (per diem) (or per inspection)		
Call Firefighters (P.T.) (per annum)		
Canvasser (P.T.) (per hour)		
Clerk (P.T.) (per hour)		
Clerk (P.T.) (per hour)		
Committee Secretary (P.T.) (per hour)		
Council on Aging Executive Director (P.T.) (per annum)		
Dentist (P.T.) (per diem)		
Director of Civil Defense (per annum)		
Executive Secretary — Selectmen (P.T.) (per annum)		
Finance Committee Executive Secretary (P.T.) (per annum)		
Library Page (P.T.) (per hour)		
First year		
Second year		
Third year		
Play Leader (P.T.) (per week) (1)		
Plumbing and Gas Inspector (Substitute) (P.T.) (per diem) (or per inspection)		
Police Matron (P.T.) (per hour) (or minimum)		
Recreation Supervisor (P.T.) (per week) (1)		
Registrar of Voters (P.T.) (per annum)		
Sanitarian (Substitute) (P.T.) (per diem)		
Sealer of Weights and Measures (P.T.) (per annum)		
Student Draftsman and Rodman (P.T.)		
First year student (per hour)		
Second year student (per hour)		
Third year student (per hour)		
Fourth year student (per hour)		
Fifth year student (per hour)		
Student Trainee, Forestry Division (P.T.)		
First year student (per hour)		
Second year student (per hour)		
Third year student (per hour)		
Fourth year student (per hour)		
Temporary Janitor (P.T.) (per hour)		
Temporary Laborer (P.T.)		
First year (per hour)		
Second year (per hour)		
Third year (per hour)		
Fourth year (per hour)		
Fifth year (per hour)		
Town Counsel (P.T.) (per annum)		
Traffic Supervisor (P.T.) (per month)		
Veterans' Agent (P.T.) (per annum)		
Wiring Inspector (Substitute) (P.T.) (per diem) (or per inspection)		

TOWN OF NEEDHAM

- (1) Annual step rate increase of \$5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year.”;

or take any other action relative thereto.

NOTE:

The Personnel Board requires additional time to arrive at firm recommendations for compensation rate changes in some schedules. The appropriate detailed recommended changes to be presented to Town Meeting will be made available as soon as possible prior thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 12. To see if the Town will vote to amend Article IX, Section 19, sub-paragraph (f) of the General By-Laws (Consolidated Personnel By-Law) by deleting said sub-paragraph (f) in its entirety and substituting the following:

“(f) Regular, full time, permanent Town employees shall be paid one day at regular straight time pay, in accordance with present practices, for the following State legal holidays: New Year's Day, Martin Luther King Day, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day. In the event such holidays fall on Sunday they shall be deemed to occur on Monday; and if they fall on Saturday they shall be deemed to occur on Friday. Such employees shall receive time off without loss of pay for one-half day on the last working day immediately preceding Christmas. Those employees performing official duties on the holiday shall receive an extra day's pay, provided, (1) that if an employee assigned to work on a legal holiday shall not report for duty because of illness, he shall not be entitled to an extra day's pay as provided above; and provided, (2) that if an employee working on such legal holiday shall be unable to complete a full day's work because of injury sustained by him in line of duty on such legal holiday, he shall nevertheless be entitled to the full amount of such extra day's pay; and provided, (3) that if an employee reporting for duty on a legal holiday shall be taken ill in the course of the day's work and have to be relieved of duty, he shall be entitled to that portion of an extra day's pay which is in proportion to the number of hours that he worked out of a full work day; and provided (4) that the provisions of this paragraph shall not be construed to authorize holiday pay for employees absent on vacation; and provided (5) that the provisions of this paragraph shall not apply to heads of said departments; and provided (6) that if any employee shall work more than one shift, watch or tour of duty on the same legal holiday, he shall receive an extra day's pay for the first such shift, watch, or tour of duty, but shall not be entitled to holiday pay for each subsequent shift, watch, or tour of duty undertaken by him on that same day.”

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 13. To see if the Town will vote to amend Article IX, Section 22, subsections (b), (c), (d) and (e) of the General By-Laws (Consolidated Personnel By-Law) by changing the words "eight", "fifteen", "eighth" and "fifteenth" found in said section so that said new subsection (b), (c), (d) and (e) will read as follows:

"(b) Vacation leave of two weeks with full pay shall be granted to any such employee who has been employed by the Town for at least one year but less than five years.

(c) Vacation leave of three weeks with full pay shall be granted to any such employee who has been employed by the Town for at least five years but less than twelve years. Eligibility for the third week of vacation shall be effective after January first of the calendar year in which the fifth anniversary date of such employee falls.

(d) Vacation leave of four weeks with full pay shall be granted to any such employee who has been employed by the Town for twelve years or more. Eligibility for the fourth week shall be effective after January first of the calendar year in which the twelfth anniversary date of such employee falls.

(e) Full time permanent employees of the Library Department shall be an exception to paragraph (b) and (c) above as follows: Vacation leave of three weeks with full pay shall be granted to those employees who have been employed by the Town for at least one year but less than twelve years."

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 14. To see if the Town will vote to raise and appropriate a sum of money to be used by the Personnel Board to retain the service of a professional consulting firm to make a study of all job classifications under the jurisdiction of the Personnel Board; determine how said sum shall be raised and expended;

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 15. To see if the Town will accept Mass. G.L. Chapter 48, Section 42A, for the purpose of changing the established Fire Department presently under the control of the Fire Chief as authorized by Section 42 to an established Fire Department to be under the control of the Board of Selectmen as authorized by said Section 42A;

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 16. To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

(Board of Selectmen)

Recommended: That the amounts appropriated be as recommended in the several budgets.

TOWN OF NEEDHAM

ARTICLE 17. To see if the Town will vote to amend Article XV of the General By-Laws by deleting Article XV in its entirety and substituting therefor the following new Article XV:

"ARTICLE XV"

Data Processing Center

Section 1. Policy. In order to provide for the maximum utilization of data processing systems and services for the officers and departments of the Town of Needham, it is hereby declared to be the policy of the Town of Needham that, insofar as such may be accomplished without conflicting with the powers and duties reposed in said offices and departments and, insofar as practical, all data processing systems and services shall be centralized and shall be placed in the Data Processing Center and under the control of the Data Processing Coordinator of said Data Processing Center, **the Advisory Board and the Executive Committee as herein constituted.**

Section 2. Separate Department. There is hereby created a department of the Town government to be known as the 'Data Processing Center' and shall be under the supervision and control of a Coordinator subject to review and approval by an **Advisory Board** in planning and procurement and subject to review and approval by an **Executive Committee** in the scheduling and use of the Data Processing Center services as provided in other sections of this Article.

Section 3. (A) Advisory Board. Said Board shall be composed of five (5) members. Three (3) shall be appointed by the Board of Selectmen from within the Town and who shall not be full time municipal employees. The Town Treasurer and the Town Comptroller shall be members of said Board by virtue of the positions held by them. When available two of said three members appointed by the Board of Selectmen should possess some technical knowledge and experience in the field of data processing systems and services. Except for the initial appointments, and the Town Treasurer and the Town Comptroller, the members of said Board shall serve for three year terms. The initial appointments made by the Board of Selectmen shall be staggered for one, two and three year terms. In the event of a vacancy occurring in the membership other than by expiration of the term of a member, the Board of Selectmen shall within (30) days after the vacancy occurs appoint a successor to serve for the balance of the unexpired term.

(B) Executive Committee. There shall be an **Executive Committee** composed of three (3) members appointed annually by the Board of Selectmen. The members shall occupy positions in Town government which require broad knowledge of town affairs, and are not affiliated with town departments which make regular use of the services of the Data Processing Center. The **Executive Committee** shall be responsible to the Board of Selectmen.

Section 4, Meetings and Quorum. Meetings of the **Advisory Board** and the **Executive Committee** are to be held jointly and severally no less frequently than quarterly or at least four times each calendar year but the Chairman or a majority of each tribunal may call a meeting at any and all reasonable times. A joint meeting of both tribunals are to be held no less frequent than once in each calendar year but either Chairman with the approval of the Data Processing Center Coordinator may call a joint meeting at any and all reasonable times. At all meetings of each tribunal, a majority of the members shall constitute a quorum. At a joint meeting, a majority of the members of each tribunal shall constitute a quorum.

*—The **Bold Face** type portion is new or has been changed.

Section 5. Officers. The members of said Board shall annually within thirty (30) days after the annual appointments are made by the Board of Selectmen elect from its membership a Chairman, Vice-Chairman and Secretary, who shall serve as such during the ensuing year and until a successor is duly elected and qualified. **The members of said Committee within thirty (30) days of the within authorization and annually thereafter shall elect from its membership a Chairman, Vice-Chairman and Secretary, who shall serve as such during the ensuing year and until a successor is duly elected and qualified.**

Section 6. Powers of the Board. The powers conferred upon the Board by this By-Law shall be exercised by vote or resolution adopted by a majority of its members. Each such action shall be recorded in minutes of meetings for such purpose and shall be attested by the signature of the Chairman or Vice-Chairman, and by the signature of the Secretary. Said Board shall exercise such powers and duties as are related to establishing equipment needs, selection and procurement of data processing equipment and rendering technical aid and assistance to the Coordinator.

** **Section 7. Powers of the Committee.** The powers conferred upon the Committee by this By-Law shall be exercised by vote or resolution adopted by a majority of its members. Each such action shall be recorded in minutes of meetings for such purpose and shall be attested by the signature of the Chairman or Vice-Chairman, and by the signature of the Secretary. Said Committee shall exercise such powers and duties as are related to the administrative functions of the Data Processing Center, the scheduling of services available to be rendered each office or department of the Town and related aid and assistance to the Coordinator.

Section 8. Data Processing Center Coordinator. The Board **with the approval of the Committee** shall appoint a Coordinator of the Data Processing Center who shall be the Chief Administrative officer. Said Coordinator shall not be appointed or removed except in accordance with the Consolidated Personnel By-Law of the Town of Needham.

Section 9. On and after the effective date of this Article, and in addition to any preexisting authority conferred by the Town, the Coordinator with the approval of the Advisory Board and the **Executive Committee** shall have the following powers and duties:

- ** (1) The Coordinator shall develop and design systems for the maximum utilization of data processing equipment in order to provide the Town with those data processing systems which best suit the needs of the Town for data processing services as are economically feasible and practical.
- (2) The Coordinator shall approve all present and future applications to be made of the data processing equipment and systems in the several offices and departments under the budgetary jurisdiction of the Town.
- (3) All offices and departments under the budgetary jurisdiction of the Town shall cooperate to the fullest extent with said Coordinator provided, however, that no such office or department shall be required to do anything in this connection which would conflict or be inconsistent with lawful, proper or necessary conduct of its duties as provided by any federal, state or local law, by-law, rule or regulation.

**—New Section 7 added and Sec. 9(1) deleted and other numbered sections and paragraphs changed accordingly.

- (4) Each office or department of the Town utilizing any service provided by the data processing equipment covered by this Article shall have such control over the data supplied to and received from such equipment as such office or department finds is necessary to conduct its own affairs.
- (5) Security of data, issuance of reports, extracts from data files, forms control, operations, commitments, costs of services when appropriate or necessary, training and user approvals as they relate to the Data Processing Center shall be considered appropriate subjects to be covered by rules and regulations to be promulgated by **the Executive Committee** and the Coordinator

Section 10. Although municipal records are generally of a public nature, it is recognized that certain data to be processed through the Data Processing Center is of a classified or confidential nature. The Department head or any board, commission or other official tribunal having control of such classified or confidential data shall notify the Data Processing Coordinator in writing of the classified or confidential nature of the data, who shall thereafter take the necessary steps to protect such classified or confidential data.

It shall be a misdemeanor for any person to disclose or make known in any manner the contents or nature of any data while in the custody of the Data Processing Center for processing, or any data originated by the Data Processing Center, without the express consent of the Data Processing Coordinator or his duly authorized representative, without the express consent of the head of the department, board, commission or other official tribunal supplying the basic information; or tamper with, change, alter or destroy any data while in the custody of the Data Processing Center except in accordance with approved programs for processing the data. Whoever violates any provision of this section shall be subject to the penalty specified in Article IV, Section 14, of the within By-Laws.";

or take any other action relative thereto.

(Board of Selectmen as recommended by the Data Processing Advisory Board)

Recommendation deferred.

ARTICLE 18. To see if the Town will vote to amend Article XIV of its General By-Laws by deleting the entire text entitled "Dog Regulations" and by substituting therefor the following new dog regulations:

"Dog Regulations

Section 1. No person shall permit a dog owned or kept by him beyond the confines of the property of the owner or keeper unless the dog is held firmly in a leash. The length of a leash shall not exceed 6 feet when off the property of the owner or keeper. An owner or keeper may use a leash of a greater length to restrain a dog on the property of an owner or keeper, provided the dog is securely confined to the premises of the owner or keeper.

Section 2. No person shall own or keep within the Town any dog which by biting, barking, howling, or in any other manner disturbs the peace and quiet of any neighborhood or endangers the safety of any person or domesticated or farm animal.

Section 3. The dog officer is hereby authorized to seek a complaint against the owner or keeper of a dog who is found to have violated the provisions of Section 1 and 2 of this By-law for which the following penalties shall be imposed:

1. A fine of \$10.00 for the first offense.
2. A fine of \$15.00 for the second offense.
3. A fine of \$25.00 for the third offense and each subsequent offense.

Section 4. In addition to the foregoing penalties, the dog officer is also authorized and empowered to muzzle, restrain or order the owner or keeper of a dog to muzzle or restrain a dog pending a hearing before the Board of Selectmen as herein after provided, when the dog officer finds that a dog has (a) bitten or threatened any person, domesticated or farm animal; (b) chased any vehicle upon any way open to public travel in the Town; or (c) the owner had violated the provision of Section 1 and 2 for more than three times in any calendar year. The owner or keeper of any dog that has been ordered to be restrained or muzzled under the provisions of this Section may request the dog officer in writing to vacate such order. If such order is not vacated, the owner or keeper of such dog may bring a petition in the district court within the Judicial District of Northern Norfolk praying that the order of restraint may be reviewed by the Court as provided in Massachusetts General Laws Chapter 140, Section 157, as amended.

Section 5. In addition to any other statutory authority contained in Mass. G.L. Chapter 140, the dog officer may, with the approval of the Board of Selectmen, enter a complaint before the Board of Selectmen for the purpose of obtaining an order with respect to the control or disposition of dog found to be uncontrollable or unresponsive to any other penalties contained in this By-Law.

Section 6. In addition to the requirement that a dog shall be duly licensed as required by law, the owner of a dog which is not licensed on or before April 30th in any year shall be subject to a fine of \$10. in addition to the license fee upon the complaint of the dog officer. The owner of any unspayed and unleashed female dog found by the dog officer roaming at large in season (heat) off the premises of the owner or keeper shall be subject to a fine of \$25. and shall be deemed to warrant only the one penalty.”;

or take any other action relative thereto.

(Council on Aging)

Recommendation deferred.

ARTICLE 19. To see if the Town will vote to amend Article X, Section 1, of the General By-Laws of the Town by deleting the last sentence thereof which reads as follows:

“The Chairman shall be designated from time to time by the Board of Selectmen.”;

or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 20. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

TOWN OF NEEDHAM

ARTICLE 21. To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

ALDEN ROAD Brewster Drive to Standish Road, 250 feet and Standish Road to 105 feet Westerly.

BREWSTER DRIVE Alden Road to 615 feet Northeasterly and Alden Road to 430 feet Southwesterly.

CAROL ROAD End of 1957 Acceptance to Brewster Drive 415 feet.

STANDISH ROAD Great Plain Avenue to End 1964 feet.

CRESTVIEW ROAD South Street to End 1110 feet.

LAUREL CIRCLE Laurel Drive to End 250 feet.

STRATFORD ROAD End of 1968 Acceptance to 257 feet beyond Windsor Road.

including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

(Board of Selectmen)

No recommendation

ARTICLE 22. To see if the Town will vote to accept the following street or portion therefor as laid out by the Board of Selectmen and according to a plan on file with the Town Clerk:

Cottage Avenue (30 feet wide) — Highland Avenue to End — 200 feet. including the taking or acceptance of easements as shown on said plan; raise and appropriate the sum of \$5,500. for the original construction thereof under the provisions of law authorizing the assessment of betterments; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$5,500 be appropriated.

ARTICLE 23. To see if the Town will vote to accept the following street or portion thereof as laid out by the Board of Selectmen and according to a plan on file with the Town Clerk:

Highgate Street — Greendale Avenue to Arch Street — 850 feet. including the taking or acceptance of easements as shown on said plan; raise and appropriate the sum of \$38,000. for the original construction thereof, including bituminous concrete sidewalk, laid where required at the time of such construction, all under the provisions of law authorizing the assessment of betterments; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$38,000 be appropriated.

ARTICLE 24. To see if the Town will vote to raise and appropriate the sum of \$5,000. for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks

and curbing thereon, as recommended by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$5,000 be appropriated.

ARTICLE 25. To see if the Town will vote to raise and appropriate the sum of \$31,750. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised, whether by a transfer from the Sewer Assessment Reserve Account, or from other available funds, from the current tax levy or by borrowing or by two or more of said means, and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$31,750 be appropriated, said amount to be raised by transfer from the Sewer Assessment Reserve Account.

ARTICLE 26. To see if the Town will vote to raise and appropriate the sum of \$19,790. for expenses (Town salaries and Wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$19,790 be appropriated.

ARTICLE 27. To see if the Town will vote to raise and appropriate the sum of \$20,000. for the replacement of pumping equipment at the Alden Road Sewer Pumping Station; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$20,000 be appropriated.

ARTICLE 28. To see if the Town will vote to raise and appropriate the sum of \$60,000. for expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended;

(Board of Selectmen)

Recommended: That the sum of \$60,000 be appropriated.

ARTICLE 29. To see if the Town will vote to raise and appropriate the sum of \$15,000. to install corrosion control facilities at Charles River Pumping Station No. 2; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$15,000 be appropriated.

ARTICLE 30. To see if the Town will vote to raise and appropriate the sum of \$80,000. for the construction of a Transfer Facility at the Disposal Area as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$80,000 be appropriated.

ARTICLE 31. To see if the Town will vote to amend Section 3.3 **Permitted Uses in Flood Plain Districts** of the Zoning By-Laws as indicated: Amend Section 3.3.2. (b) to read as follows:

“(b) open space uses of land or water such as woodland, grassland, wetland, agriculture, or horticulture;”;

and also amend Section 3.3.2. (c) to read as follows:

“(c) dumping, filling, earth transfer or relocation operations only in connection with utility trenches, landscaping, building foundations, tennis courts, swimming pools, and outdoor recreational uses of a similar intensity; and”;

replace Section 3.3.3. (d) with the following:

“(d) tennis courts, swimming pools, and outdoor recreational uses of a similar intensity; and”;

redesignate the existing Section 3.3.3. (d) to 3.3.3. (e) which will then read as follows:

“(e) accessory buildings and structures to uses in Section 3.3.2.”

Immediately after Section 3.3.3. (e) add a new section designation 3.3.4. such that the next line will read as follows:

“3.3.4. In granting a special permit, the Board of Appeals shall . . .”

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

(Planning Board)

No recommendation

ARTICLE 32. To see if the Town will vote to amend Section 5.2.2. **Permitted Uses in Flood Plain, Single Residence, General Residence, Apartment and Institutional Districts**, part (a) subparagraph (6) of the Zoning By-Law such that the amended subparagraph shall read as follows:

“(6) one residence ground sign denoting only the name and/or profession of an occupant in a dwelling and not exceeding two (2) square feet.”

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

(*Planning Board*)

No recommendation

ARTICLE 33. To see if the Town will vote to amend Section 3.2 of the Zoning By-Law by adding a double asterick to the letter "Y" under the last column "M" of the **Schedule of Use Regulations** applicable only to the following uses as specified on page 13, 14 and 16:

"Boarding house with no arrangements of any description for private cooking or housekeeping

Wholesale or retail store or salesroom

Retail trade or shop for custom work or the making of articles to be sold at retail on the premises

Craft, consumer, professional or commercial service establishment dealing directly with the general public and not enumerated elsewhere in this section

Theatres, indoor moving picture shows, bowling alleys, skating rinks, billiard rooms, and similar commercial amusements or entertainment places

The taking of not more than four non-transient boarders or the leasing of not more than two rooms with no provisions for private cooking by a resident family is a single family dwelling";

and adding a footnote at the bottom of pages 13, 14 and 16 as follows:

"**Except as noted in Section 4.7.3.";

and also by adding a new Section 3.7.3. (but retaining the present Section 4.7.4. intact) as follows:

4.7.3. New England Industrial Park Restrictions

For the purpose of establishing a separate manufacturing district and the imposition of some additional restrictions not intended to apply to manufacturing districts generally, a new manufacturing district to be known as the "New England Industrial Park" is hereby created and geographically defined as all land zoned for manufacturing within the following limits: east of Route 128, south of the existing business district on Highland Avenue, west of the Charles River, and north of Cutler Park.

The following identified and described uses shall be prohibited within the New England Industrial Park:

Retail store and/or retail salesroom

Retail trade or shop for the making of articles to be sold at retail on the premises

Retail — craft, consumer, or commercial service establishments — except offices and banks

Theatres, movie theatres, bowling alleys, skating rinks, billiard rooms, and similar commercial amusement or entertainment places
Boarding houses"

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

(Planning Board)

No recommendation

ARTICLE 34. To see if the Town will vote to amend its Zoning Map by changing from single residence to manufacturing all that land which lies west of Route 128, north of Crawford Street, east of River Park Street, and south of the property at 50 River Park Street;

The foregoing amend shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

(William J. O'Brien, et al)

No recommendation

ARTICLE 35. To see if the Town will appropriate the sum of \$100,000. for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for the extended period ending June 40, 1978; authorize the Board of Selectmen to expend said sum in accordance with the vote of the Town under Article 16 of the 1976 Annual Town Meeting, including the authority to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; since the service contract entered into with the minibus contract carrier fully complied with the Town public bidding By-law, the Board of Selectmen is further authorized to extend the existing contract with the same contract carrier, MBTA and the Department of Transportation of the Commonwealth of Massachusetts for the extended period ending June 30, 1978; determine how said sum is to be raised;

or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 36. To see if the Town will appropriate the sum of \$20,000 for the purpose of procuring a new boiler to replace the boiler in the Town Hall and performing the related work for its installation; determine how said sum shall be raised and how expanded;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$20,000 be appropriated.

ARTICLE 37. To see if the Town will appropriate the sum of \$26,000 for the purpose of procuring a new ambulance and the purchase of the necessary equipment, technical facilities and supplies to meet the minimum requirements of the Rules and Regulations applicable to Emergency Medical Standards presently in effect and which must be fully adhered to on and after July 1, 1977; determine how said sum is to be raised and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$26,000 be appropriated.

ARTICLE 38. To see if the Town will appropriate the sum of \$38,000. for the purpose of procuring, installing, and equipping a fully automated underground recreational and athletic irrigation system in the Norris Farm area so-called, under the jurisdiction of the School Committee or the Park and Recreation Commission, as the case may be; determine how said sum shall be raised and by whom expended; or take any other action relative thereto.

(*School Committee and Park and Recreation Commission*)

Recommended: That the sum of \$38,000 be appropriated.

ARTICLE 39. To see if the Town will appropriate the sum of \$5,500 for the purpose of fencing certain recreation areas under the jurisdiction of the Park and Recreation Commission; determine how said sum is to be raised and how expended; or take any other action relative thereto.

(*Park and Recreation Commission*)

Recommended: That the sum of \$5,500 be appropriated.

ARTICLE 40. To see if the Town will appropriate the sum of \$55,188 for the purpose of furnishing mental health services for the inhabitants of the Town of Needham through and in coordination with the Newton-Wellesley-Weston-Needham Area Mental Health and Retardation Program; determine how said sum shall be raised and how expended; or take any other action relative thereto.

(*Board of Health*)

Recommendation deferred.

ARTICLE 41. To see if the Town will vote to accept and approve the recommendation of the Regional Vocational School District Planning Committee established by vote under Article 49 of the 1974 Annual Town Meeting, that the Town of Needham discontinue its initial authorization to join with the Towns of Dover, Natick and Wellesley in the creation of a Regional Vocational School District under the provisions of Mass. G.L. Chap. 71, Secs. 14 and 14A, and Chap. 74, Sec. 4, and consistent with the most recent vote under Article 47 of the 1975 Annual Town Meeting hereby approves of the Committee's withdrawal and that its assignment under earlier votes of the Town be considered fully performed;

or take any other action relative thereto.

(*Regional Vocational School District Committee*)

Recommendation deferred.

ARTICLE 42. To see if the Town will adopt the following resolution:

"WHEREAS, Compulsory and binding arbitration for police and fire negotiations has been shown to undercut severely the powers of home rule by requiring an outside arbitrator to choose the final settlement; and

WHEREAS, The effect of the trial period of this law has been to undermine effective collective bargaining; and

WHEREAS, This law has contributed significantly to higher local budgets and increased property taxes by raising the level of all local wage settlements.

TOWN OF NEEDHAM

NOW THEREFORE, Be it resolved that the Needham Annual Town meeting hereby votes to convey to our elected state representatives and senators our desire that there be no extension of compulsory and binding arbitration beyond its termination date of June 30, 1977, so that final authority for determining local expenditures be returned to Town Meeting.”;

that the Board of Selectmen furnish a copy of the within resolution to our representatives to the General Court and any other members of the General Court and Executive branches of State Government that the Board deems appropriate;

or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 43. To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 30 of the 1976 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the future school needs of the Town and obtaining of options in the name of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1978 Annual Town Meeting or sooner;

and take any other action relative thereto.

(Future School Needs Committee)

No recommendation

ARTICLE 44. To see if the Town will vote to continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and recently continued by vote of the Town under Article 32 of the 1976 Annual Town Meeting; authorize the Board of Selectmen to apply for and receive any Federal or State financial aid or assistance which may be available for the study herein authorized; said Committee to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

(Board of Selectmen as recommended by the Public Safety Committee)

No recommendation

ARTICLE 45. To see if the Town will vote to continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and recently continued by vote under Article 35 of the 1976 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

(Board of Selectmen)

No recommendation

ARTICLE 46. To see if the Town will vote to continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 37 of the 1976 Annual

Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; said committee to report to the capital budget sub-committee and to the 1978 Annual Town Meeting or sooner;

or take any other action relative thereto.

(Solid Waste Disposal Committee)

No recommendation

ARTICLE 47. To see if the Town will vote to continue the Retiree's Study Committee initially established by vote under Article 40; that said Committee to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

(Board of Selectmen)

No recommendation

ARTICLE 48. To see if the Town will vote to transfer a sum of money from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1977-78.

or take any other action relative thereto.

(Finance Committee)

Recommended: That this article be adopted with a dollar amount to be established at Town Meeting.

ARTICLE 49. To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting.

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

Hereof fail not and make due return of this warrant with your doings thereon unto our Town Clerk on or before said day and hour.

Given under our hands at Needham aforesaid this first day of March 1977.

Benedict Horowitz
E. Loretta Reynolds
Henry D. Hersey
Francis A. Facchetti
Richard M. Salamone

A true copy

Attest:

s/ Frank J. Reinhardt, Jr. Constable

REPORTS OF SPECIAL COMMITTEES

REPORT OF THE PUBLIC WORKS DEPARTMENT

The following report is submitted in compliance with a resolution adopted at the 1956 Annual Town Meeting.

RE: Article 20. Continuing changes in what was formerly known as the Chapter 90 Program require an affirmative vote on this Article to insure the receipt of funds from the County and the Commonwealth. The Article merely authorizes the Board of Selectmen to accept the funds and contract with the State and/or County for construction and maintenance projects on eligible Town roads.

RE: Article 21. The streets listed in the Article were all constructed under the Subdivision Control Law and have been approved for acceptance by the Planning Board and Public Works Department. Public hearings were conducted by the Board of Selectmen on January 11, 1977.

RE: Article 22. The improvement and acceptance of Cottage Avenue has been petitioned for by the abutters under the Betterment Act. A public hearing was conducted by the Board of Selectmen on January 11, 1977. The 30 foot width is an exception to the standard of 40 feet but the street is short and deadended and by eliminating the sidewalks the standard 24 foot roadway can be achieved. Most of the \$5,500. will be returned to the Town through the assessment of betterments.

RE: Article 23. The improvement and acceptance of Highgate Street has been petitioned for by the abutters under the Betterment Act. Public hearings were conducted by the Board of Selectmen on January 11 and March 8, 1977. A sidewalk is proposed on one side only due to severe grade problems. Most of the \$38,000. will be returned to the Town through the assessment of betterments.

RE: Article 24. \$5,000. to be raised for continuance of curbing and sidewalk alteration in and adjacent to business areas. The plan for Fiscal 1978 calls for the funds to be expended on Chestnut Street and Dedham Avenue for the renewal of sidewalks and curbing. Highway Division personnel will perform this construction.

RE: Article 25. \$31,750. to be appropriated from the Sewer Reserve Account for Sewer Construction in the following locations petitioned for by abutters or recommended by the Public Works Department and approved by the Board of Selectmen.

PROPOSED SEWER CONSTRUCTION BY TOWN FORCES

Location	From	To	Length	Size	Petitioned
Forest Street	Brookside Road	Rolling Lane	475'	8"	10/01/76
Glendale Road	Clarke Road	House No. 22	475'	8"	10/06/73
High Rock Street	House No. 103	House No. 115	225'	8"	10/19/76
South Street	South Street	Northerly	475'	8"	6/16/76
Hemlock Street	Sta. 3 + 64	House No. 9	100'	8"	8/05/76
Pershing Road	Parish Road	House No. 11	150'	8"	5/18/76
Highgate Street	Greendale Avenue	Westerly	850'	8"	—

The estimated expense cost for this work is \$31,750. and is partially recoverable through the assessment of betterments. The funds for Town labor expended on this project are included in the Sewer Division Budget.

RE: Article 26. \$19,790. to be raised for Storm Drain Construction expenses in the following locations as recommended by the Public Works Department and approved by the Board of Selectmen:

Location	From	To	Length	Size
Highgate Street	Greendale Avenue	Westerly	600'	12"
Linden Street	Oak Street	Northerly	350'	12"
Locust Lane	Existing Drain	Circle	260'	12"
South Street	Green Street	Easterly	260'	12"
South Street	Chestnut Street	Easterly	100'	12"
Valley Road	Peacedale Road	Norwich Road	500'	12"
Webster Street	Great Plain Avenue	Northerly	500'	12"

The funds for Town labor on the above listed projects are included in the Sewer Division Budget.

RE: Article 27. \$20,000. to be raised to replace pumping equipment and increase station capacity to serve present and future needs. The two pneumatic ejectors which are now 23 years old will be replaced with conventional pump equipment and a wet well will be constructed to provide service for the next twenty-five years.

RE: Article 28. \$60,000. to be raised to install 4100 feet of 12-inch water main in South Street from Dedham Avenue to Great Plain Avenue. Funds requested are for the purchase of pipe, hydrants, gates, fittings and the necessary construction materials to complete the project. Water Division personnel will perform the work under the regular salary account. The project is in keeping with the Department's Master Plan to update the Town's distribution system to provide proper fire flows and domestic supply to the easterly portion of the Town.

RE: Article 29. \$15,000. to be raised for the construction and installation of corrosion control facilities at Charles River Water Pumping Station No. 2. The addition of fluoride to Needham's well water produces a corrosive condition that reacts harmfully with pipes and fittings thereby reducing their useful life. The funds requested are for the necessary equipment, structure and chemicals to introduce the corrosion control into the system. The M.D.C. is currently evaluating similar measures for its distribution system. Both systems must be compatible to achieve the proper results.

RE: Article 30. \$80,000. to be raised to construct and equip a transfer facility at the Disposal Area. As stated in last year's report the impetus for the significant change at the area lies with the State Department of Environmental Quality Engineering who feels that the Town, with a population of 30,000 and without the benefit of rubbish collection will find it extremely difficult to sufficiently control the discharge of refuse delivered by private automobiles in a manner that conforms to the Regulations for the Disposal of Solid Wastes by Sanitary Landfill. This Department is currently awaiting a reply to its letter of February 3, 1977, which contained a supplement to the original report filed with the State on March 21, 1975. A negative response to this supplement could jeopardize Needham's plan as submitted and significantly reduce the projected life of the area as a Disposal Site. The \$80,000. would provide a facility that would allow twelve or more vehicles to back up to refuse trailers at any given time for the purpose of unloading household rubbish. The trailers would be recessed in a reinforced concrete loading pit and when filled to capacity would be hauled to the Disposal Site to the rear of the transfer area. All surfaces in and around the transfer facility would be paved for easy access, improved housekeeping and to provide for proper drainage.

REPORT OF THE PLANNING BOARD

The following description of the three proposed zoning by-law amendments is submitted in accordance with a resolution adopted by vote of the 1963 Town Meeting.

ARTICLE 31. This article has been drafted at the request of the Board of Appeals and would clarify the interpretation of the section in the zoning by-law dealing with uses allowed within the Town's flood plain area. Tennis courts, swimming pools, and similar outdoor recreation uses are specifically identified and allowed by special permit.

Under the present structure of the by-law granting a special permit for the above uses also required an additional variance since regrading or earth removal was only allowable "in connection with utility trenches, landscaping and building foundations". This change would eliminate the need for issuing the additional variance.

ARTICLE 32. The intent of this article is to prevent the proliferation of signs of an occupational nature within the residential areas of the Town. Signs indicating a person's profession such as doctor, lawyer, or dentist would still be allowable. This revision to the sign by-law was originally recommended by several Needham realtors.

ARTICLE 33. Adoption of this article would restrict, except by a variance, future retail uses within the New England Industrial Park. Existing retail uses within the Park can be continued as non-conforming uses, while wholesale sales continue to be permitted uses. In order to be consistent certain other uses, as cited in the article, were also included.

The objective of this article is to eliminate uses which would be major traffic generators and would be detrimental to the overall character and development of the Industrial Park. In fact, the original developer of the Industrial Park — Cabot, Cabot, and Forbes, limited retail use in the Park with appropriate lease restrictions. However, many of the earlier restrictions have lapsed with the passage of time and the transfer of certain parcels to new owners.

Inquiries and/or comments are invited by the Planning Board on any of the above articles.

Respectfully submitted,

GEORGE N. GIUNTA, Chairman
ELLEN M. CANAVAN, Vice Chairman
NORMAN A. HOMSY
ROBERT H. SEAMAN
STANLEY R. TIPPETT

MENTAL HEALTH STUDY COMMITTEE REPORT

The Mental Health Study Committee was established under Article 40 of the 1976 Annual Town Meeting and directed to make a study of the mental health services proposed for the inhabitants of the Town of Needham under the provision of the National Health Planning and Resources Development Act of 1974 (PL 93-641). As a result of subsequent state legislation, the geographical areas for the provision of mental health services were re-defined. Needham was moved from the Medfield-Norwood Area to the Newton-Wellesley-Weston Area. Since the State allowed for a twelve-month transition period (July 1, 1976 to July 1, 1977) the Committee immediately compared the services offered in each of the two areas and concluded unanimously, that it would be in the best interest of Needham citizens to accept the boundary change.

The Mental Health Study Committee then began a basic assessment of the Town's current need for services as indicated by statistics from past use of Cutler Clinic, the Medfield State Hospital, Glover Memorial Hospital, the Needham School Department, the Needham Youth Commission and numerous additional human resource agencies within the Town. Our inquiry demonstrated that the Town requires the following basic services annually: 1) a full range of diagnostic, evaluative treatment and crisis intervention services for moderate to severely disturbed children and their families; 2) outpatient care for adults and their families; 3) emergency housing with counseling for youth; 4) medical care with counseling for youth; 5) an effective system of "triage"** with direct admittance capability to inpatient psychiatric facilities which are integrated with community based rehabilitation facilities for severely disturbed adults; and 6) appropriate citizen representation on the Area Board, as this Board plans mental health and retardation services in the Newton-Wellesley-Weston and Needham Area.

Existing facilities either currently capable of serving us, or capable of being expanded to serve us, in response to the above needs are: 1) the Newton Guidance Clinic, an outpatient psychiatric clinic with a multi-disciplinary staff which serves children (age 0-21) and their families offering intake, referral, diagnostic, treatment, consultation and education to community agencies, and training; 2) The Newton-Wellesley Hospital Department of Psychiatry offers a sophisticated system of "triage", an inpatient unit, a day hospital, an outpatient unit for diagnosis and treatment with emergency psychiatric services available to both adults and children on a 24 hour, 7 days a week basis with a psychiatrist present at the hospital at all times; 3) The Multi-Service Center provides emergency housing and medical care with counseling for adolescents and their families including drug, sex, family and personal counseling with Freeport, a community residence, providing longer term housing for adolescents unable to return to their families; 4) Newton-Wellesley Hospital, Medfield State Hospital, NEWW Center for social rehabilitation, Alternative Home for community living, and STEPS for socialization provide the treatment and rehabilitation network for seriously disturbed adults; 5) based on a population formula, Needham representation to the Newton-Wellesley-Weston and Needham Area Board will be four persons who work and/or reside in Needham; and 6) the Area Office of the Department of Mental Health will actively plan, coordinate and administer these programs to all area residents.

In conclusion, the Needham Mental Health Study Committee recommends: 1) acceptance of the State's decision to transfer Needham to the Newton-Wellesley-Weston Area; 2) the creation of a satellite unit of the Newton Guidance Clinic located in Needham staffed with a multi-disciplinary team and having its own advisory board of Needham residents; 3) full participation in

TOWN OF NEEDHAM

this comprehensive integrated network of mental health services for children, youth and adults; and 4) the necessary local appropriations be added, in a manner similar to Newton-Wellesley-Weston, to State funds to make what is only a possibility in May a reality by July.

*"triage" is a system of sorting and caring for individuals according to their difficulties, and thus, providing appropriate referrals and/or treatment on a highly individual and personal basis.

Respectfully submitted,

ELLEM M. CARAVAN, Chairman
SHELDON BYCOFF
THOMAS ENGELMAN
MARY HAZARD
HAROLD GOLDBERG, M.D.
ROSALYN LITTMANN

Mental Health Study Committee

1976 REPORT
NEEDHAM LOW & MODERATE INCOME HOUSING COMMITTEE

At the annual Town Meeting held on April 5, 1972, under Article 63, it was voted:

"To authorize the appointment of a Committee to determine what action, if any, the town should take regarding the demonstrated need for low and moderate income housing for and employees of the Town of Needham, said Committee to report back to the Town Meeting with specific alternatives for constructing such housing . . ."

The Committee has investigated the need for low and moderate income housing and has found that the greatest needs are for:

1. **Low Income Elderly.** Over 100 eligible people are on the waiting list for the existing Housing Authority apartments. (Predominantly Needham residents, or relatives of Needham residents.)
2. **Moderate Income Elderly.** There are a substantial number of town citizens who do not qualify for Low Income Housing because their income, or assets, exceed the poverty level requirements necessary to be eligible for Low Income Housing and, yet, cannot afford to maintain their own homes in Needham or pay the prevailing market rental rates.

The Committee also established that there were other Moderate Income needs, such as widowed mothers with children, veterans, young married couples, and Town employees.

A surprising amount of interest was encouraged on the part of Needham citizens, willing and able to pay the market rental rate provided there were apartments available in the town.

The Committee has determined that the "demonstrated need", recognized in 1972 when Article 63 was voted by Town Meeting, has increased.

How can these needs be met?

1. **The Needham Housing Authority**, under the law could provide additional Low Income Elderly Housing, assuming funds become available from State or Federal subsidy construction and rental programs.

2. **Rezone Land for Apartments.** The Committee's work indicates that even if the Town Meeting voted to rezone additional land for apartments, it would not attract developers to build low and moderate income housing.

Once the land is rezoned for apartments, it is more lucrative subjected to far fewer controls when used for conventional luxury apartments.

3. **Contract or spot zoning by Town Meeting** for a specific housing proposal (versus a general zoning change). Such arrangements have been declared illegal by the Courts.

4. **Use of a Comprehensive Permit issued by the Needham Board of Appeals.** This procedure provides a vehicle for the town to allow construction of Low and Moderate Income Housing with a high degree of town control.

In order to obtain a Comprehensive Permit, a developer must cooperate with the town on site selection, architectural style, number of units, size of units, mix of units (percentage in each category of Low, Moderate and Market Rental), payments in lieu of taxes, a tenant Selection Committee satisfactory to the town, provisions for drainage, fire and safety, traffic control and other town concerns.

Before the Board of Appeals may issue a Comprehensive Permit, it must request from various town bodies and officials, conditions they believe are necessary and appropriate for any proposed development. The scope of these conditions is essentially unlimited, restrained only by the fact that they should not be so restrictive as to make the development impractical, or not financially feasible.

These conditions become part of an enforceable contract between the Town and the developer.

This same contract may also specify for continuing financial audits, removal of the management if the town is unsatisfied and, in general, monitor performance of the developer from the initial proposal through design, construction and future management of the development.

Several possible types of housing have been explored by your Committee to meet the town's requirements, and has concluded that Low and Moderate Income Housing can only be provided by utilizing existing or future Federal and State housing subsidy programs.

Land costs in Needham, and construction costs, in general, require the density of apartment type housing to result in a rent schedule which meets the requirements of currently available subsidy programs.

TOWN OF NEEDHAM

The Committee has examined several subsidized apartment complexes in surrounding communities, and agrees that they can produce the high quality housing which is appropriate for the town now, and which will continue to be a credit to the town in the future.

It is the Committee's further recommendation that housing, to meet the demonstrated need, should contain a spectrum of age and income levels, and we would continue to recommend apartments containing young, middle aged, and elderly, as well as Low, Moderate, and Market Rental Rate tenants within the same complex.

Respectfully submitted,

PETER BENFIELD
DOROTHY DWYER
GLADYS GORDON
RAEBURN HATHAWAY
ELIZABETH KEIL
DEXTER MARSH
RICHARD RUSSELL
GEORGE W. TRUMBOUR, JR.
DOROTHEA WILLGOOSE

Needham Low & Moderate
Income Housing Committee

REPORT OF THE RETIREE'S STUDY COMMITTEE

This committee has done considerable research and had several conferences with the Town Counsel, Mr. William Cross; Town Accountant, Mr. Isherwood, and they looked into the provisions of the General Order of the Commonwealth relative to pensions and the possibility of increasing pensions.

We were charged by the Town Meeting as follows: "To make a study relative to possible means of easing the plight of retired town employees whose pensions have so lost purchasing power that such retirees no longer are able to maintain a minimum standard of living according to accepted criteria of adequate nutrition and housing and that said committee report its findings and recommendations to the Town not later than the next annual Town Meeting."

After reviewing the situation we find as follows: There are approximately 246 (not including beneficiaries) retired employees of the Town drawing pensions. Of these, 192 or 78 percent, earned pensions of between \$4,000 and \$5,000 a year. The remaining more than 21 percent earned between \$5,000 and \$15,000. The breakdown was: 12 persons earning between \$6,000 and \$7,000; 10 persons between \$7,000 and \$8,000; 10 persons between \$8,000 and \$9,000; 8 persons between \$9,000 and \$10,000 and one person receiving a little more than \$15,000.

These retired persons are generally covered in the annual cost of living increases ordered by the Massachusetts Legislature and State authorities. The only flexibility within the law is under Chapter 90 provisions which would allow an increase for certain pensioners who have: A. either worked for the

Town for 5 years or B. were retired on a disability. There is a total number of 44 people in both of these categories, and of the 44 people, 13 could conceivably come under a provision of the law allowing the persons in this category to have their pensions raised to an amount not to exceed 50 percent of what that present position pays today.

It is the considered opinion of this committee with only 13 people involved, the amount of money necessary to accomplish this fact would be approximately \$18,334. Of this amount of money, 80 percent would go to 4 individuals, and this committee does not feel that this is what we were charged with by Town Meeting.

The committee has voted as follows:

1. No action be taken to increase pensions at this time.
2. That an article #49 be placed in the 1977 Town Warrant requesting that this committee be continued for another year, due to the erratic behavior of the Massachusetts Legislature. It is conceivable that the pending legislation in the State House may make a further review necessary and desirable, and it is our feeling that this committee be continued for another year on a standby basis.

Respectfully submitted,

FRANCIS X. FOSTER, Chairman
ROBERT TODD PRATT, Vice-Chairman
HENRY W. LONGLEY, Secretary
KENNETH MacWINNEY
BERTRAM PIKE

TOWN OF NEEDHAM



TOWN CLERK'S RECORDS

OF THE

SPECIAL TOWN MEETING

February 2, 1977

AND

ANNUAL TOWN ELECTION

April 11, 1977

AND

ANNUAL TOWN MEETING

May 2, 1977

SPECIAL TOWN MEETING

February 2, 1977

Pursuant to a Warrant issued by the Selectmen January 18, 1977, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Wednesday, February 2, 1977 at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 247 voters, including 211 Town Meeting Members were checked on the list as being present.

The meeting was called to order at 7:30 o'clock by the Moderator Richard P. Melick. The colors were presented by Girl Scout Janice M. Hutter, Campfire Girl Patricia Gallagher and Eagle Scouts Jonathan W. Boole and Gregory M. Zeph, and all present joined in the pledge of allegiance to the flag.

Reverend Franz E. Oerth, Pastor, Baptist Church gave the invocation.

The call to the meeting and the officer's return were then read by the Town Clerk, the reading of the Articles in the Warrant being waived upon motion.

The Moderator declared a quorum to be present and requested the Town Clerk to so record. He also announced the following ground rules which were adopted unanimously.

- (1) A speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting family with a common goal: the best interests of the community.
- (2) The procedure to be recognized is to rise and to address the chair. Please speak your name when recognized so that the Town Clerk can complete her records.
- (3) Seek unanimous consent to adopt the following time limit of debate;
 - 15 min. — Committee chairmen, proponents, attorneys representing proponents.
 - 10 min. — Town Meeting Members, attorneys representing other than proponents.
 - 5 min. — Non-Town meeting members and visitors other than attorneys.
- (4) Your attention is drawn to the disclosure required by one employed as an attorney by another who is interested in a matter; Art. I, sec. 5 of the General By-Laws.

The moderator then requested unanimous consent to refer to the articles by number only and it was unanimously voted.

ARTICLE 1. To see if the Town will vote to amend the so-called Stephen Palmer Elementary School Building vote of the Town under Article 8 of the Special Town Meeting held on November 10, 1975 by changing the figure of "275" to "340" so that a portion of line 7 and a portion of line 8 will read as follows:

"... land lying within 340 feet from the southerly side of May Street . . . ;"

or take any other action relative thereto.

(Board of Selectmen)

TOWN OF NEEDHAM

Mr. Francis A. Facchetti presented the motion under Article 1, stating that the additional area is needed to provide for 28 dwelling units in order to comply with the Board of Appeals decision. He also read a letter from the School Department indicating that this land is not needed for school purposes.

Mr. James M. Colman, Chairman, Stephen Palmer Study Committee, also spoke in favor of the proposal.

Mr. Sidney Dockser, speaking in behalf of the Housing Authority and the Needham Council on Aging spoke in opposition to the proposal, stating that 28 apartments are not enough and that the matter should be referred back to the committee for further study and evaluation.

Mr. Charles E. Downe stated that it was the intent of the Board of Appeals that if the tract was enlarged a permit would be granted. He also noted that if favorable action was taken at this meeting, an addendum would be filed to permit the Town to go ahead and issue a building permit without a further hearing before the Board of Appeals.

A brief discussion followed and Mr. Norman Meier moved the previous question and when put to a vote the motion carried.

The following tellers were then sworn in by the Moderator: Mr. George D. Krech, Mr. Leon Levitan, Mrs. Jean W. Hutchinson, Mr. Raeburn B. Hathaway, Jr., Mr. Paul Attridge and Mrs. Mary Ann Carovillano.

The main motion was presented and it was

VOTED: To amend the so-called Stephen Palmer Elementary School Building vote of the Town under Article 8 of the Special Town Meeting held on November 10, 1975 by changing the figure of "275" to "340" so that a portion of line 7 and a portion of line 8 will read as follows:

"... land lying within 340 feet from the southerly side of May Street . . . ;"

YES 168 — NO 29

ARTICLE 2. To see if the Town will vote to accept Massachusetts General Laws Chapter 41, Section 25, to authorize the appointment by the Board of Selectmen of three suitable persons to be assessors for a term of not more than three years;

or take any other action relative thereto.

(Board of Selectmen)

The main motion was offered by Mrs. E. Loretta Reynolds. A motion to amend was offered by Mr. James Hugh Powers —

MOVED: That the subject matter of this article be referred back to the Board of Selectmen for further study and a report to the next Annual Town Meeting; that said Board or a Committee appointed by it hold public hearings upon the proposal to replace the elected Board of Assessors with an appointed Board of Assessors; and that if it is still the view of the Selectmen and said committee, after such hearings, that the Assessors should be appointed, the Board of Selectmen or their committee shall submit its recommendations relative to an appointed Board of Assessors to the Town Meeting in the form of a proposal to amend the Town's Home Rule Charter Act according to the procedures prescribed by Chapter 43B of the General Laws which requires such amendments to be submitted to the voters of the Town upon the recommendation of two-thirds of the members of the Representative Town Meeting present and voting thereon.

A motion was then made by Mrs. Reynolds that Articles 2 and 3 be discussed together but voted on separately and it was so voted.

ARTICLE 3. To see if the Town will vote to amend Article 1A of its General By-Laws by deleting from Section 1 sub-paragraph (g) in its entirety; or take any other action relative thereto.

(Board of Selectmen)

Mrs. Reynolds presented the proposal for the appointment of Assessors. Also speaking in favor were Hector D. Scull, Francis A. Facchetti and Benedict Horowitz.

Mr. James Hugh Powers spoke on the substitute motion stating he favored the appointment of Assessors but was not in favor of the method by which the matter was proposed to be resolved. He favored putting the matter off until the annual town meeting in May and that the change be accomplished through a charter change rather than a by-law revision.

Speaking in opposition to the appointment method were: Dr. Maxwell Gordon, Eliot Sterling, Francis Denneen, Daniel P. Matthews, Mrs. June Vanelli, Philip Trussell and James Newslow.

After further discussion, Mr. James M. Colman moved the previous question and it was so voted.

Mr. Powers' motion was presented and when put to a vote the motion failed to carry.

MOVED: That the subject matter of this article be referred back to the Board of Selectmen for further study and a report to the next Annual Town Meeting; that said Board or a Committee appointed by it hold public hearings upon the proposal to replace the elected Board of Assessors with an appointed Board of Assessors; and that if it is still the view of the Selectmen and said committee; after such hearings, that the Assessors should be appointed, the Board of Selectmen or their committee shall submit its recommendations relative to an appointed Board of Assessors to the Town Meeting in the form of a proposal to amend the Town's Home Rule Charter Act according to the procedures prescribed by Chapter 43B of the General Laws which requires such amendments to be submitted to the voters of the Town upon the recommendation of two-thirds of the members of the Representative Town Meeting present and voting thereon.

YES 97 — NO 98

The main motion was then presented and when put to a vote it failed to carry.

MOVED: To accept Massachusetts General Laws, Chapter 41, Section 25, to authorize the appointment by the Board of Selectmen of three suitable persons to be assessors for a term of not more than three years.

YES 24 — NO 168

ARTICLE 3. To see if the Town will vote to amend Article 1A of its General By-Laws by deleting from Section 1 sub-paragraph (g) in its entirety; or take any other action relative thereto.

(Board of Selectmen)

The proponents of Article 3 requested unanimous consent to withdraw Article 3 and it was so unanimously voted.

At 9:12 P.M., Mrs. E. Loretta Reynolds moved that the meeting stand dissolved and it was so voted.

A true copy.

Attest:

ROSE O. MACKENZIE
Town Clerk

TOWN OF NEEDHAM

**RECORD OF ANNUAL TOWN ELECTION
April 11, 1977**

Pursuant to the Warrant issued by the Selectmen on March 1, 1977, the Inhabitants of the Town of Needham, qualified to vote in elections, met at the polling places designated for the several precincts in said Needham on Monday, April 11, 1977, at forty-five minutes after six o'clock in the forenoon.

The meeting was called to order and the Warrant and Officer's Return were read by the Wardens of the Precincts, the reading of the articles in the warrant being waived upon motion.

The ballot clerks were sworn to the faithful performance of their duties by their respective wardens.

The polling places had been designated as follows:

Precinct A—William Carter School
Precinct B—Hillside School
Precinct C—Derwood Newman Junior High School
Precinct D—High Rock School
Precinct E—William Pollard Junior High School
Precinct F—Highland Avenue School
Precinct G—Harris School
Precinct H—Broad Meadow School
Precinct I—William Mitchell School—Kindergarten
Precinct J—William Mitchell School—Gymnasium

The Polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54 of the General Laws.

ARTICLE 1. To choose by ballot the following Town Officers:

One Moderator for one year;
One Selectman for three years;
One Town Clerk for three years;
One Assessor for three years;
Three members of School Committee for three years;
Two Trustees of Memorial Park for three years;
Two Trustees of Needham Public Library for three years;
One Trustee of Needham Public Library for one year;
One member of Board of Health for three years;
One member of Planning Board for five years;
One Commissioner of Trust Funds for three years;
Two members of Park and Recreation Commission for three years;
Five Town Meeting Members from Precinct A for three years;
Ten Town Meeting Members from Precinct B for three years;
Thirteen Town Meeting Members from Precinct C for three years;
One Town Meeting Member from Precinct C for two years;
Thirteen Town Meeting Members from Precinct D for three years;
One Town Meeting Member from Precinct D for two years;
Ten Town Meeting Members from Precinct E for three years;
Six Town Meeting Members from Precinct F for three years;
One Town Meeting Member from Precinct F for one year;
Seven Town Meeting Members from Precinct G for three years;
One Town Meeting Member from Precinct G. for one year;

Nine Town Meeting Members from Precinct H for three years;
 Seven Town Meeting Members from Precinct I for three years;
 One Town Meeting Member from Precinct I for one year;
 Nine Town Meeting Members from Precinct J for three years;
 One Town Meeting Member from Precinct J for one year.

ARTICLE 2. To submit the following question upon the official ballot to voters of the Town:

The following is a non-binding advisory question:

"Shall the present commuter railroad service from South Station to Needham be continued, with improvements, instead of extending the MBTA rapid transit commuter service (Orange Line) into Needham?"

ARTICLE 3. To submit the following question upon the official ballot:

"Shall licenses be granted in this town for the operation, holding or conducting of the game commonly called beano?"

The ballot box returns in the Precincts were as follows:

Precincts	A	B	C	D	E	F	G	H	I	J
7:00 A.M.	3	5	2	4	7	0	2	3	1	4
8:00 A.M.	17	27	43	26	34	17	12	28	14	34
9:00 A.M.	33	63	75	73	68	47	45	55	34	66
10:00 A.M.	55	102	112	115	115	67	63	91	61	97
11:00 A.M.	85	127	141	183	165	91	93	131	95	124
12:00 Noon	106	158	185	215	205	120	117	195	132	154
1:00 P.M.	149	204	222	265	247	152	137	217	174	182
2:00 P.M.	185	240	266	318	289	185	185	265	207	223
3:00 P.M.	225	288	305	360	335	212	220	302	254	247
4:00 P.M.	266	341	362	423	388	290	264	367	287	293
5:00 P.M.	319	429	429	489	491	337	307	437	336	355
6:00 P.M.	392	522	534	605	590	395	397	537	432	472
7:00 P.M.	451	624	654	725	678	470	484	655	506	562
8:00 P.M.	549	712	743	837	789	529	545	763	571	641

(The absentees are included in the total vote)

TOTAL VOTE CAST: 6679 - 35%

The Town Clerk and the Board of Registrars upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 12:30 A.M., April 12, 1977.

TOWN OF NEEDHAM

	A	B	C	D	E	F	G	H	I	J	Total
Total Number of Votes Cast	549	712	743	837	789	529	545	763	571	641	6679
MODERATOR (For one year) (Vote for One)											
Richard P. Melick	395	530	590	626	612	405	436	599	453	495	5141
Other	0	0	0	1	0	1	0	0	0	0	2
Blanks	154	182	153	210	177	123	109	164	118	146	1536
SELECTMAN (For three years) (Vote for One)											
Richard M. Salamone	236	306	390	417	402	295	301	465	329	346	3487
Maxwell N. Gordon	274	358	307	378	340	205	217	251	209	261	2800
Blanks	39	48	46	42	47	29	27	47	33	34	392
TOWN CLERK (For three years) (Vote for One)											
Rose O. Mackenzie	416	540	596	650	615	432	451	605	465	519	5289
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks	133	172	147	186	174	97	94	158	106	122	1389
ASSESSOR (For three years) (Vote for One)											
Herbert L. Dodge	182	224	270	299	301	215	176	265	220	248	2400
June W. Vanelli	329	440	431	487	443	283	342	457	322	356	3890
Blanks	38	48	42	51	45	31	27	41	29	37	389
SCHOOL COMMITTEE (For three years) (Vote for not more than Three)											
Arthur E. Harkins, Jr.	245	340	378	419	468	320	311	439	363	387	3670
Carol Johnson Boulris	290	403	515	580	503	294	360	456	348	399	4148
Francis X. Foster	98	173	177	170	187	128	127	144	141	145	1490
Dana W. Story, Jr.	64	125	121	103	125	92	89	124	70	70	983
Joan W. Swartz	324	327	320	334	346	222	260	330	261	282	3006
Walter A. Wright	241	326	287	388	319	237	235	356	213	249	2851
Blanks	385	442	431	517	419	294	253	440	317	391	3889
TRUSTEES OF MEMORIAL PARK (For three years) (Vote for not more than Two)											
Robert C. Dawson	363	482	520	590	557	386	403	568	414	456	4739
Roger D. Goodwin	348	502	511	562	529	370	386	508	377	431	4524
Other	0	0	0	0	0	0	0	0	1	2	3
Blanks	387	440	457	520	492	302	301	450	350	393	4092

TOWN CLERK'S RECORDS

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	A	B	C	D	E	F	G	H	I	J	Total
TRUSTEES OF PUBLIC LIBRARY (For three years)											
Raymond F. Bosworth	367	463	535	570	533	369	379	530	395	428	4569
Roma J. Brown	339	461	514	560	527	378	393	519	378	428	4497
Blanks	392	501	447	547	521	303	311	470	378	422	4292
TRUSTEES OF PUBLIC LIBRARY (For one year)											
Thomas M. Harkins	354	473	517	585	571	386	393	535	402	438	4654
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks	195	239	226	251	218	143	152	228	169	203	2024
BOARD OF HEALTH (For three years)											
John D. Fernald	381	499	550	598	583	401	397	549	425	470	4853
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks	168	213	193	238	206	128	148	214	146	171	1825
PLANNING BOARD (For five years)											
John H. Cogswell	341	465	520	546	537	358	378	524	385	426	4480
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks	208	247	223	290	252	171	167	239	186	215	2198
COMMISSIONER OF TRUST FUNDS (For three years)											
Alden Eberly	348	469	527	580	567	374	384	526	394	438	4607
Other	0	0	0	1	0	0	0	0	0	1	2
Blanks	201	243	216	256	222	155	161	237	177	202	2070
PARK AND RECREATION COMMISSION (For three years)											
Denton G. Nutter, Jr.	255	377	448	507	511	309	334	449	317	359	3866
Charles S. Rizzo	390	473	520	545	542	379	361	524	394	453	4581
Joseph M. McDermott	202	260	212	300	216	189	201	262	209	202	2253
Other	0	0	0	0	0	0	0	0	0	1	1
Blanks	251	314	306	322	309	181	194	291	222	268	2658
QUESTION NO. 1 — (Railroad Service)											
Yes	411	554	618	679	660	424	470	655	485	538	5494
No	102	105	98	118	94	70	59	77	53	70	846
Blanks	36	53	27	40	35	35	16	31	33	33	339

TOWN OF NEEDHAM

QUESTION NO. 2 — (Beano)	A	B	C	D	E	F	G	H	I	J	Total
Yes	381	406	328	405	323	237	197	347	237	297	3158
No	141	265	380	404	418	260	334	372	305	312	3191
Blanks	27	41	35	28	48	32	14	44	29	32	330

QUESTION NO. 3 — (Club Alcoholic Beverage Licenses)	Yes	No	Blanks	3469
Yes	355	437	367	450
No	177	242	346	354
Blanks	17	33	30	33

TOWN MEETING MEMBERS

*Not Elected

PRECINCT A (For Three Years) (Vote for Not More Than Five)

Francis G. Denneen	322
Lillian A. Henley	277
Herbert H. Landy	291

PRECINCT B (For Three Years) (Vote for Not More Than Ten)

Agnes M. Bassett	415
Roger D. Goodwin	420
Daniel C. Henderson	408
G. Leonard McIntosh	399
*Timothy J. Curtin	347
Joseph R. Donnelly, Jr.	371

PRECINCT C (For Three Years) (Vote for Not More Than Thirteen)

Robert E. Caro	371
Mary Ann Carovillano	418
Philip A. Christophe	443
Richard W. Davis	410
Stephen E. Eaton	431
Robert E. Hawes	425
Harry M. Hilton	399

PRECINCT C (For Two Years) (Vote for One)

Rita A. Russian	466
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TOWN CLERK'S RECORDS

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PRECINCT D (For Three Years) (Vote for Not More Than Thirteen)

Judith A. Bienkowski	384
Edward S. Cahalane	338
Edward L. Davis, Jr.	400
Alden Eberly	387
Fredric X. Foster	342
Victor L. Gatto	441
*Elisabeth Golub	261
Arthur J. Lewis	316
Richard L. Malconian	343

PRECINCT D (For Two Years) (Vote for One)

*Jonathan Leavitt	267
Charles G. Wright	328

PRECINCT E (For Three Years) (Vote for Not More Than Ten)

Sidney F. Austin	417
William C. Bauer	436
Frank L. Bridges	436
*Donald A. Eaton	363
James L. Kenefick	446
Donald E. Kidd	443

PRECINCT F (For Three Years) (Vote for Not More Than Six)

Brendan R. Fay	328
Susan D. Fleming	285
Charles J. Hely	214
Dorothy L. Kinne	320

PRECINCT F (For One Year) (Vote for One)

Edward P. Facchetti	182
*John J. Schlitter	125

PRECINCT G (For Three Years) (Vote for Not More Than Seven)

Gerald R. Anderson	281
John Antonakes	293
Peter W. Carre	311
Robert E. Chase	347
Robert D. Hall, Jr.	278

TOWN OF NEEDHAM

Susan R. Posner	254	PRECINCT G (For One Year) (Vote for One)	
		*Robert C. Roberts	165
		PRECINCT H (For Three Years) (Vote for Not More Than Nine)	
Willard R. Bliss	453	Jean W. Hutchinson	385
Margaret T. Buckley	403	Edward B. Murphy	480
Robert G. Carlton	429	*Daniel T. O'Connell	321
John E. Carroll	456	Barbara A. Doyle	464
William A. Gagnon	407	James L. Galvin	478
		PRECINCT I (For Three Years) (Vote for Not More Than Seven)	
Howard E. Bamforth	386	*Sheila L. Carita	181
Peter B. Benfield	321	*Maria W. Connolly	217
Jeffrey H. Bunce	271	John C. Dodge	229
John W. Day	331	Daniel J. Gleason	218
Roy A. Kelley	330		
		PRECINCT I (For One Year) (Vote for One)	
Donald M. Keller, Jr.	218	*Alfred J. Saltzberg	73
*Irving J. Ryder	130		
		PRECINCT J (For Three Years) (Vote for Not More Than Nine)	
Foster S. Crook	290	*William J. O'Brien	229
Julius T. Fedel	289	Asa M. Small	335
John J. Gill	328	*Joan W. Swartz	255
Arthur E. Harkins, Jr.	368	*Julio Farulla	126
John C. Hatch	348	Jean P. Fox	258
Raeburn B. Hathaway, Jr.	263	*Edward S. Schwartz	173
Robert E. Kettley	313		
		PRECINCT J (For One Year) (Vote for One)	
Philip W. Prescott	290	*Richard P. Witz	91

**ANNUAL TOWN MEETING
FOR THE TRANSACTION OF BUSINESS**
May 2, 1977

Pursuant to a Warrant issued by the Selectmen March 1, 1977, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Monday, May 2, 1977 at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 327 voters, including 243 Town Meeting Members were checked on the list as being present.

The meeting was called to order at 7:30 P.M. by Eagle Scout Colin J. Brenan. The Needham Militia led by Major Charles E. Decker and Captain Stephen L. Crook, and Campfire Girl Ann Marie Murphy, Girl Scout Regina M. Setian and Eagle Scout Gregory M. Zeph presented the colors while those present stood and joined in the pledge of allegiance to the flag.

Reverend Timothy F. Lull, Pastor of Grace Lutheran Church, gave the invocation. Following this, the call to the meeting and the officer's return were read by the Town Clerk, the reading of the Articles in the warrant being waived upon motion.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator, Richard P. Melick, declared a quorum to be present and requested the Town Clerk to so record. He also announced the following ground rules which were adopted unanimously.

- (1) A speaker will be ruled out of order who refers to personalities.
Let us remember that we are one Town Meeting family with a common goal: the best interest of the community.
- (2) Rise to be recognized and address the chair; speak your name so that the Town Clerk can complete her records.
- (3) Seek unanimous consent to adopt the following time limits of debate:
 - 15 min. — Committee chairmen, proponents, attorneys representing proponents
 - 10 min. — Town Meeting Members, attorneys representing other than proponents
 - 5 min. — Non-Town Meeting Members, visitors other than attorneys.
- (4) Your attention is drawn to the disclosure required by one employed as an attorney by another who is interested in a matter; Art. I, section 5 of the General By-Laws.

Also adopted was a rule that one who speaks to the merits of a matter not be permitted to move the previous question immediately following his statements.

Some changes in affirmative motions as contrasted with articles were noted by the moderator. The moderator asked unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to "question" or "debate" should so indicate when the number is called, and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

TOWN OF NEEDHAM

The Moderator announced that the proponents of Article 17 requested unanimous consent to withdraw the article. No objection being heard it was ruled that the article be unanimously withdrawn.

The Moderator then proceeded to call each article in the warrant by number commencing with Article No. 5. No Town Meeting Member responded with "question" or "debate" to the following articles:

5, 6, 22, 24, 25, 26, 27, 28, 36, 43, 44 and 47

The Moderator called each of the above-mentioned articles by number and no objection was heard to adoption by unanimous consent. The Moderator stated that the Town Counsel had filed copies of an affirmative motion for each article with the Town Clerk on April 25, 1977 and that those motions had been available for public scrutiny since that date. It was moved that all affirmative motions for the above-mentioned articles be adopted by unanimous consent. It was so unanimously voted and the Town Clerk was requested to so record. As a result thereof, said articles and the votes thereunder are as follows:

ARTICLE 5. To hear and act on the reports of Town Officers and Committees.

VOTED: That the reports of Town Officers and Committees be accepted and placed on file.

UNANIMOUS VOTE

ARTICLE 6. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1977, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17; or take any other action relative thereto.

VOTED: To authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1977, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17.

UNANIMOUS VOTE

ARTICLE 22. To see if the Town will vote to accept the following street or portion therefor as laid out by the Board of Selectmen and according to a plan on file with the Town Clerk:

Cottage Avenue (30 feet wide) — Highland Avenue to End — 200 feet.

including the taking or acceptance of easements as shown on said plan; raise and appropriate the sum of \$5,500. for the original construction thereof under the provisions of law authorizing the assessment of betterments; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended; or take any other action relative thereto.

VOTED: That the Town accept the following street or portion therefor as laid out by the Board of Selectmen and according to a plan on file with the Town Clerk.

Cottage Avenue (30 feet wide) — Highland Avenue to End — 200 feet.

including the taking or acceptance of easements as shown on said plan; raise and appropriate the sum of \$5,500. for the original construction thereof under the provisions of law authorizing the assessment of betterments; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 24. To see if the Town will vote to raise and appropriate the sum of \$5,000. for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$5,000 for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 25. To see if the Town will vote to raise and appropriate the sum of \$31,750. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised, whether by a transfer from the Sewer Assessment Reserve Account, or from other available funds, from the current tax levy or by borrowing or by two or more of said means, and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$31,750. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; said sum to be raised by transfer from the Sewer Assessment Reserve Account and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 26. To see if the Town will vote to raise and appropriate the sum of \$19,790. for expenses (Town salaries and Wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$19,790. for expenses (Town salaries and wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending

TOWN OF NEEDHAM

the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 27. To see if the Town will vote to raise and appropriate the sum of \$20,000. for the replacement of pumping equipment at the Alden Road Sewer Pumping Station; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$20,000 for the replacement of pumping equipment at the Alden Road Sewer Pumping Station; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 28. To see if the Town will vote to raise and appropriate the sum of \$60,000. for expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$60,000. for the expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 36. To see if the Town will appropriate the sum of \$20,000 for the purpose of procuring a new boiler to replace the boiler in the Town Hall and performing the related work for its installation; determine how said sum shall be raised and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$20,000 for the purpose of procuring a new boiler to replace the boiler in the Town Hall and performing the related work for its installation; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 43. To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 30 of the 1976 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the future school needs of the Town and obtaining of options in the name of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1978 Annual Town Meeting or sooner; or take any other action relative thereto.

VOTED: That the Town continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 30 of the 1976 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the future school needs of the Town and obtaining of options in the name of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1978 Annual Town Meeting or sooner.

UNANIMOUS VOTE

ARTICLE 44. To see if the Town will vote to continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and recently continued by vote of the Town under Article 32 of the 1976 Annual Town Meeting; authorize the Board of Selectmen to apply for and receive any Federal or State financial aid or assistance which may be available for the study herein authorized; said Committee to report to the next Annual Town Meeting or sooner;
or take any other action relative thereto.

VOTED: That the Town continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and recently continued by vote of the Town under Article 32 of the 1976 Annual Town Meeting; authorize the Board of Selectmen to apply for and receive any Federal or State financial aid or assistance which may be available for the study herein authorized; said Committee to report to the next Annual Town Meeting or sooner.

UNANIMOUS VOTE

ARTICLE 47. To see if the Town will vote to continue the Retiree's Study Committee initially established by vote under Article 40; that said Committee to report to the next Annual Town Meeting or sooner;
or take any other action relative thereto.

VOTED: That the Town continue the Retiree's Study Committee initially established by vote under Article 40 of the 1976 Annual Town Meeting; that said Committee report to the next Annual Town Meeting or sooner.

UNANIMOUS VOTE

At this time the Moderator proceeded to the remaining articles in the Warrant.

ARTICLE 7. To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

The main motion was presented by Mr. Henry D. Hersey and after a brief discussion it was

VOTED: That the sum of \$3,318.66 received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund, be appropriated for the use of the Public Library.

UNANIMOUS VOTE

Mr. David G. Eisenstadt, Chairman of the Personnel Board requested that Articles 8, 9, 10, 11, 12, 13, 14 and 15 be discussed together but voted on separately, but when the motion was put to a vote it failed to carry.

Mr. Eisenstadt then moved that Articles 8 and 10 be discussed together but voted on separately and when put to a vote the motion carried.

TOWN OF NEEDHAM

ARTICLE 8. To see if the town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1977 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Assessor, Chairman	1,800.00
Assessor, others	1,500.00
Selectman, Chairman	1,800.00
Selectman, others	1,500.00
Town Clerk	15,687.00

or take any other action relative thereto.

ARTICLE 10. To see if the Town will vote to amend Section 17, Schedule A of its Consolidated Personnel By-Law as follows:

Add position of Administrative Assessor, Grade S-25

Add position of Division Superintendent (Park), Grade S-22

Add position of Executive Secretary, Selectmen, Grade S-25

Add position of Treasurer & Tax Collector, Grade S-22

Delete Footnote (7) Additional \$50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.

Delete Footnote (12) Additional \$150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.

Change footnote designations — (8) to (7), (9) to (8), (10) to (9), (11) to (10), (13) to (11), (14) to (12).

or take any other action relative thereto.

Mr. David Tobin, Personnel Board member, spoke on the motions under Articles 8 and 10 recommending salary changes of the paid elective officials and the establishment of four new full-time positions under Schedule A. Unanimous support was offered by the Finance Committee and Board of Selectmen.

A motion was presented by Mrs. June Vanelli, Chairman of the Board of Assessors to amend that portion of Article 8 referring to the Assessors, that it be referred back to the Selectmen for further study and possible action at the next Town Meeting. She also offered a motion that a roll call vote be taken on the main motion and the motion to refer. It was pointed out that if salaries were not set for elected officials by the Town Meeting they would remain unpaid until the next annual town meeting.

After a lengthy discussion, Mr. Norman Meier moved the previous question as to all motions and it was so unanimously voted.

Mrs. Vanelli's motion for a roll call was presented, and when put to a vote it failed to carry. Mrs. Vanelli's motion to refer that portion of Article 8, referring to the Assessors, to the Selectmen for further study was presented but when put to a vote it failed to carry. The main motion under Article 8 was then presented and it was

VOTED: That the Town fix the compensation of the following elected officers of the Town as of July 1, 1977 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provision of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Assessor, Chairman	1,800.00
Assessor, others	1,500.00
Selectman, Chairman	1,800.00
Selectman, others	1,500.00
Town Clerk	15,687.00

Before final disposition of the article by the Moderator a motion was offered by Mrs. Vanelli to amend the salary figure for Assessors, Chairman, to \$10,000. and Assessors, others, to \$10,000. but when put to a vote the motion failed to carry.

The evening recess was called at 9:35 P.M.

The meeting resumed at 10:00 P.M. and the motion under Article 10 was presented. A motion to amend was offered by Mr. John Gill that the Grade of Administrative Assessor S-25 be changed to S-29, but when put to a vote this motion failed to carry. Mr. Robert Hall, Jr. presented a motion to delete from Article 10 the following words "Add position of Administrative Assessor, Grade S-25", but when put to a vote this motion failed to carry. Mr. Robert Chase then moved to refer "Executive Secretary, Selectmen, Grade S-25" to the Board of Selectmen with the recommendation that the Board study the advisability of amending the General By-Laws, Article II, Section 5 (b), providing for the position of Executive Secretary, but when put to a vote this motion failed to carry.

The main motion under Article 10 was then presented and it was

VOTED: That the Town amend Section 17, Schedule A of its Consolidated Personnel By-Law as follows:

Add position of Administrative Assessor, Grade S-25

Add position of Division Superintendent (Park), Grade S-22

Add position of Executive Secretary, Selectmen, Grade S-25

Add position of Treasurer & Tax Collector, Grade S-22

Delete Footnote (7) Additional \$50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.

Delete Footnote (12) Additional \$150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.

Change footnote designations — (8) to (7), (9) to (8), (10) to (9), (11) to (10), (13) to (11), (14) to (12).

ARTICLE 9. To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Laws approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred on the following date: February 7, 1977.

or take any other action relative thereto.

VOTED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Laws approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred on the following date: February 7, 1977.

UNANIMOUS VOTE

TOWN OF NEEDHAM

ARTICLE 11. To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefor the following:

Section 17. Classification and Standard Rates of Compensation of the Paid Appointive Service. Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1977 and the compensation of positions classified by the Director of Civil Service effective July 1, 1976 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Assessor	S-25
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Assistant Town Comptroller	S-19
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2)	S-17
Civil Engineer Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief (12)	F-4

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works (9)	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Park) (1)	S-22
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-11
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen	S-25
Executive Secretary, Selectmen (PT)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (12)	F-3
Fire Chief	F-5
Firefighter (6) (12)	F-1
Fire Lieutenant (12)	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (3) (4) (7) (8) (12)	P-2
Personnel Director (11)	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant (12)	P-4

TOWN OF NEEDHAM

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (7) (8) (10) (12)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Town Treasurer & Tax Collector	S-22
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

- (1) Additional \$100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.
- (2) Additional \$45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
- (3) Additional \$60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.
- (4) Additional \$750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
- (5) Additional \$40.00 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.

- (6) Additional \$75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
- (7) Additional \$40.00 per month when assigned permanently to the night shifts as designated by the Police Chief.
- (8) Additional \$50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.
- (9) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.
- (10) Additional \$750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
- (11) Additional \$600.00 per year when acting as Workmen's Compensation agent.
- (12) Additional \$300.00 per year when certified and acting as Emergency Medical Technician.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34	24,611.00	25,544.00	26,481.00	27,413.00	28,363.00
S-33	23,675.00	24,611.00	25,544.00	26,481.00	27,413.00
S-32	22,822.00	23,675.00	24,611.00	25,544.00	26,481.00
S-31	21,966.00	22,822.00	23,675.00	24,611.00	25,544.00
S-30	21,196.00	21,966.00	22,822.00	23,675.00	24,611.00
S-29	20,429.00	21,196.00	21,966.00	22,822.00	23,675.00
S-28	19,660.00	20,429.00	21,196.00	21,966.00	22,822.00
S-27	18,979.00	19,660.00	20,429.00	21,196.00	21,966.00
S-26	18,297.00	18,979.00	19,660.00	20,429.00	21,196.00
S-25	17,627.00	18,297.00	18,979.00	19,660.00	20,429.00
S-24	17,024.00	17,627.00	18,297.00	18,979.00	19,660.00
S-23	16,423.00	17,024.00	17,627.00	18,297.00	18,979.00
S-22	15,827.00	16,423.00	17,024.00	17,627.00	18,297.00
S-21	15,233.00	15,827.00	16,423.00	17,024.00	17,627.00
S-20	14,719.00	15,233.00	15,827.00	16,423.00	17,024.00
S-19	14,202.00	14,719.00	15,233.00	15,827.00	16,423.00
S-18	13,696.00	14,202.00	14,719.00	15,233.00	15,827.00
S-17	13,190.00	13,696.00	14,202.00	14,719.00	15,233.00
S-16	12,764.00	13,190.00	13,696.00	14,202.00	14,719.00
S-15	12,335.00	12,764.00	13,190.00	13,696.00	14,202.00
S-14	11,907.00	12,335.00	12,764.00	13,190.00	13,696.00
S-13	11,480.00	11,907.00	12,335.00	12,764.00	13,190.00
S-12	11,051.00	11,480.00	11,907.00	12,335.00	12,764.00
S-11	10,623.00	11,051.00	11,480.00	11,907.00	12,335.00
S-10	10,285.00	10,623.00	11,051.00	11,480.00	11,907.00
S-9	9,941.00	10,285.00	10,623.00	11,051.00	11,480.00
S-8	9,602.00	9,941.00	10,285.00	10,623.00	11,051.00
S-7	9,262.00	9,602.00	9,941.00	10,285.00	10,623.00
S-6	8,922.00	9,262.00	9,602.00	9,941.00	10,285.00
S-5	8,579.00	8,922.00	9,262.00	9,602.00	9,941.00
S-4	8,318.00	8,579.00	8,922.00	9,262.00	9,602.00
S-3	8,067.00	8,318.00	8,579.00	8,922.00	9,262.00
S-2	7,814.00	8,067.00	8,318.00	8,579.00	8,922.00
S-1	7,558.00	7,814.00	8,067.00	8,318.00	8,579.00

TOWN OF NEEDHAM

SCHEDULE B-2
POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		24,778.00	25,706.00	26,632.00	27,556.00
P-4		16,736.00	17,249.00	18,009.00	18,693.00
P-3	13,778.00	14,251.00	14,802.00	15,364.00	15,925.00
P-2		12,389.00	12,853.00	13,316.00	13,778.00
P-1			12,389.00	12,853.00	13,316.00

SCHEDULE B-3
FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		24,778.00	25,706.00	26,632.00	27,556.00
F-4		16,736.00	17,249.00	18,009.00	18,693.00
**F-3				14,644.00	15,101.00
**F-2		12,514.00	12,898.00	13,344.00	13,801.00
**F-1	10,905.00	11,280.00	11,657.00	12,031.00	12,407.00

**These are the rates currently being paid to the members of Firefighters Local 1706. We are presently in Fact Finding for 1976-1977 and consequently have not negotiated for 1977-1978.

SCHEDULE B-4
FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-2	14,719.00	15,233.00	15,827.00	16,423.00	17,024.00
F-1	12,764.00	13,190.00	13,696.00	14,202.00	14,719.00

SCHEDULE B-5
HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	5.93	6.16	6.38	6.62	6.87
W-7	5.75	5.93	6.16	6.38	6.62
W-6	5.52	5.75	5.93	6.16	6.38
W-5	5.30	5.52	5.75	5.93	6.16
W-4	5.12	5.30	5.52	5.75	5.93
W-3	4.92	5.12	5.30	5.52	5.75
W-2	4.78	4.92	5.12	5.30	5.52
W-1	4.61	4.78	4.92	5.12	5.30

SCHEDULE C
RATE FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director (P.T.) (per week) (1)		84.00
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,547.00
Assistant Beach Supervisor (P.T.) (per week) (1)		98.00
Assistant Recreation Supervisor (P.T.) (per week) (1)		98.00

SCHEDULE C (Continued)

	Minimum	Maximum
Associate Director of Council on Aging (P.T.) (30 hrs. weekly)		7,140.00
Athletic Official or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Beach Booth Attendant (P.T.) (per week) (1)		84.00
Beach Lifeguard (P.T.) (per week) (1)		84.00
Beach Supervisor (P.T.) (per week) (1)		123.00
Building Inspector (substitute) (P.T.) (per diem) (or per inspection)		41.00 12.00
Call Firefighter (P.T.) (per annum)		835.00
Canvasser (P.T.) (per hour)		2.40
Clerk (P.T.) (per hour)	2.30	2.50
Committee Secretary (P.T.) (per hour)		4.12
Council on Aging Executive Director (P.T.) (per annum)		9,135.00
Dentist (P.T.) (per diem)		55.00
Director of Civil Defense (per annum)		1,500.00
Executive Secretary - Selectmen (P.T.) (per annum)		7,390.00
Finance Committee Executive Secretary (P.T.) (per annum)		2,994.00
Library Page (P.T.) (per hour)		
First year		2.20
Second year		2.30
Play Leader (P.T.) (per week) (1)		62.00
Plumbing and Gas Inspector (substitute) (P.T.) (per diem) (or per inspection)		41.00 12.00
Police Matron (P.T.) (per hour)		2.50
(or minimum)		8.00
Recreation Supervisor (P.T.) (per week) (1)		123.00
Registrar of Voters (P.T.) (per annum)		400.00
Sanitarian (substitute) (P.T.) (per diem)		27.00
Sealer of Weights and Measures (P.T.) (per annum)		3,566.00
Student Draftsman and Rodman (P.T.)		
First year student (per hour)		2.85
Second year student (per hour)		3.15
Third year student (per hour)		3.45
Fourth year student (per hour)		3.55
Fifth year student (per hour)		3.65
Student Trainee, Forestry Division (P.T.)		
First year student (per hour)		2.54
Second year student (per hour)		2.70
Third year student (per hour)		2.86
Fourth year student (per hour)		3.02
Temporary Janitor (P.T.) (per hour)		2.40
Temporary Laborer (P.T.)		
First year (per hour)		2.20
Second year (per hour)		2.30
Third year (per hour)		2.43
Fourth year (per hour)		2.56
Fifth year (per hour)		2.69
Town Counsel (P.T.) (per annum)		21,149.00
Traffic Supervisor (P.T.) (per month)		269.00
Veterans' Agent (P.T.) (per annum)		6,781.00
Wiring Inspector (substitute) (P.T.) (per diem) (or per inspection)		41.00 12.00

TOWN OF NEEDHAM

- (1) Annual step rate increase of \$5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year."

The motion under Article 11 reflecting a 5% salary and wage increase for fiscal 1978 for full-time and permanent part-time employees, under the Personnel Board's jurisdiction, covered by Schedules B-1, B-2, B-4 and B-5 and some part-time employees under Schedule C was presented and when put to a vote it was unanimously

VOTED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefor the following:

Section 17. Classification and Standard Rates of Compensation of the Paid Appointive Service. Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1977 and the compensation of positions classified by the Director of Civil Service effective July 1, 1976 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Assessor	S-25
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S.10
Assistant Town Comptroller	S-19
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S.11
Civil Engineer, Grade I	S-10

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2)	S-17
Civil Engineer, Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief (12)	F-4
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works (9)	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Park) (1)	S.22
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-11
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S.10
Executive Secretary, Selectmen	S-25
Executive Secretary, Selectmen (P.T.)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (12)	F-3
Fire Chief	F-5
Firefighter (6) (12)	F-1
Fire Lieutenant (12)	F-2
Foreman	W-8
Garage and Equipment Supervisor	S.20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S.18
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W.2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W.8
Memorial Park Supervisor	S-17
Meter Repairman	W-4

TOWN OF NEEDHAM

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (3) (4) (7) (8) (12)	P-2
Personnel Director (11)	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant (12)	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (7) (8) (10) (12)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Stoudent Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Town Treasurer & Tax Collector	S-22
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

- (1) Additional \$100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.
- (2) Additional \$45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
- (3) Additional \$60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.
- (4) Additional \$750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
- (5) Additional \$40.00 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.
- (6) Additional \$75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
- (7) Additional \$40.00 per month when assigned permanently to the night shifts as designated by the Police Chief.
- (8) Additional \$50.00 per month when assigned to and performing the duties of a Specialist - Youth Officer as designated by the Police Chief.
- (9) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.
- (10) Additional \$750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
- (11) Additional \$600.00 per year when acting as Workmen's Compensation agent.
- (12) Additional \$300.00 per year when certified and acting as Emergency Medical Technician.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34	24,611.00	25,544.00	26,481.00	27,413.00	28,363.00
S-33	23,675.00	24,611.00	25,544.00	26,481.00	27,413.00
S-32	22,822.00	23,675.00	24,611.00	25,544.00	26,481.00
S-31	21,966.00	22,822.00	23,675.00	24,611.00	25,544.00
S-30	21,196.00	21,966.00	22,822.00	23,675.00	24,611.00
S-29	20,429.00	21,196.00	21,966.00	22,822.00	23,675.00
S-28	19,660.00	20,429.00	21,196.00	21,966.00	22,822.00
S-27	18,979.00	19,660.00	20,429.00	21,196.00	21,966.00
S-26	18,297.00	18,979.00	19,660.00	20,429.00	21,196.00
S-25	17,627.00	18,297.00	18,979.00	19,660.00	20,429.00
S-24	17,024.00	17,627.00	18,297.00	18,979.00	19,660.00
S-23	16,423.00	17,024.00	17,627.00	18,297.00	18,979.00
S-22	15,827.00	16,423.00	17,024.00	17,627.00	18,297.00
S-21	15,233.00	15,827.00	16,423.00	17,024.00	17,627.00
S-20	14,719.00	15,233.00	15,827.00	16,423.00	17,024.00
S-19	14,202.00	14,719.00	15,233.00	15,827.00	16,423.00

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SCHEDULE B-1 (Continued)

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-18	13,696.00	14,202.00	14,719.00	15,233.00	15,827.00
S-17	13,190.00	13,696.00	14,202.00	14,719.00	15,233.00
S-16	12,764.00	13,190.00	13,696.00	14,202.00	14,719.00
S-15	12,335.00	12,764.00	13,190.00	13,696.00	14,202.00
S-14	11,907.00	12,335.00	12,764.00	13,190.00	13,696.00
S-13	11,480.00	11,907.00	12,335.00	12,764.00	13,190.00
S-12	11,051.00	11,480.00	11,907.00	12,335.00	12,764.00
S-11	10,623.00	11,051.00	11,480.00	11,907.00	12,335.00
S-10	10,285.00	10,623.00	11,051.00	11,480.00	11,907.00
S-9	9,941.00	10,285.00	10,623.00	11,051.00	11,480.00
S-8	9,602.00	9,941.00	10,285.00	10,623.00	11,051.00
S-7	9,262.00	9,602.00	9,941.00	10,285.00	10,623.00
S-6	8,922.00	9,262.00	9,602.00	9,941.00	10,285.00
S-5	8,579.00	8,922.00	9,262.00	9,602.00	9,941.00
S-4	8,318.00	8,579.00	8,922.00	9,262.00	9,602.00
S-3	8,067.00	8,318.00	8,579.00	8,922.00	9,262.00
S-2	7,814.00	8,067.00	8,318.00	8,579.00	8,922.00
S-1	7,558.00	7,814.00	8,067.00	8,318.00	8,579.00

SCHEDULE B-2**POLICE SALARY SCHEDULE**

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		24,778.00	25,706.00	26,632.00	27,556.00
P-4		16,736.00	17,249.00	18,009.00	18,693.00
P-3	13,778.00	14,251.00	14,802.00	15,364.00	15,925.00
P-2		12,389.00	12,853.00	13,316.00	13,778.00
P-1			12,389.00	12,853.00	13,316.00

SCHEDULE B-3

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		24,778.00	25,706.00	26,632.00	27,556.00
F-4		16,736.00	17,249.00	18,009.00	18,693.00
**F-3				14,644.00	15,101.00
**F-2		12,514.00	12,898.00	13,344.00	13,801.00
**F-1	10,905.00	11,280.00	11,657.00	12,031.00	12,407.00

**These are the rates currently being paid to the members of Firefighters Local 1706. We are presently in Fact Finding for 1976-1977 and consequently have not negotiated for 1977-1978.

SCHEDULE B-4**FIRE ALARM SALARY SCHEDULE**

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-2	14,719.00	15,233.00	15,827.00	16,423.00	17,024.00
F-1	12,764.00	13,190.00	13,696.00	14,202.00	14,719.00

SCHEDULE B-5
HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	5.93	6.16	6.38	6.62	6.87
W-7	5.75	5.93	6.16	6.38	6.62
W-6	5.52	5.75	5.93	6.16	6.38
W-5	5.30	5.52	5.75	5.93	6.16
W-4	5.12	5.30	5.52	5.75	5.93
W-3	4.92	5.12	5.30	5.52	5.75
W-2	4.78	4.92	5.12	5.30	5.52
W-1	4.61	4.78	4.92	5.12	5.30

SCHEDULE C
RATES FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director (P.T.) (per week) (1)		84.00
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,547.00
Assistant Beach Supervisor (P.T.) (per week) (1)		98.00
Assistant Recreation Supervisor (P.T.) (per week) (1)		98.00
Associate Director of Council on Aging (P.T.) (30 hrs. weekly)		7,140.00
Athletic Official or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Beach Booth Attendant (P.T.) (per week) (1)		84.00
Beach Lifeguard (P.T.) (per week) (1)		84.00
Beach Supervisor (P.T.) (per week) (1)		123.00
Building Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Call Firefighter (P.T.) (per annum)		835.00
Canvasser (P.T.) (per hour)		2.40
Clerk (P.T.) (per hour)	2.30	2.50
Committee Secretary (P.T.) (per hour)		4.12
Council on Aging Executive Director (P.T.) (per annum)		9,135.00
Dentist (P.T.) (per diem)		55.00
Director of Civil Defense (per annum)		1,500.00
Executive Secretary - Selectmen (P.T.) (per annum)		7,390.00
Finance Committee Executive Secretary (P.T.) (per annum)		2,994.00
Library Page (P.T.) (per hour)		
First year		2.20
Second year		2.30
Play Leader (P.T.) (per week) (1)		62.00
Plumbing and Gas Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Police Matron (P.T.) (per hour)		2.50
(or minimum)		8.00
Recreation Supervisor (P.T.) (per week) (1)		123.00

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SCHEDULE C (Continued)

	Minimum	Maximum
Registrar of Voters (P.T.) (per annum)		400.00
Sanitarian(substitute) (P.T.) (per diem)		27.00
Sealer of Weights and Measures (P.T.) (per annum)		3,566.00
Student Draftsman and Rodman (P.T.)		
First year student (per hour)		2.85
Second year student (per hour)		3.15
Third year student (per hour)		3.45
Fourth year student (per hour)		3.55
Fifth year student (per hour)		3.65
Student Trainee, Forestry Division (P.T.)		
First year student (per hour)		2.54
Second year student (per hour)		2.70
Third year student (per hour)		2.86
Fourth year student (per hour)		3.02
Temporary Janitor (P.T.) (per hour)		2.40
Temporary Laborer (P.T.)		
First year (per hour)		2.20
Second year (per hour)		2.30
Third year (per hour)		2.43
Fourth year (per hour)		2.56
Fifth year (per hour)		2.69
Town Counsel (P.T.) (per annum)		21,149.00
Traffic Supervisor (P.T.) (per month)		269.00
Veterans' Agent (P.T.) (per annum)		6,781.00
Wiring Inspector (substitute) (P.T.) (per diem) (or per inspection)		41.00 12.00

- (1) Annual step rate increase of \$5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year."

ARTICLE 12. To see if the Town will vote to amend Article IX, Section 19, sub-paragraph (f) of the General By-Laws (Consolidated Personnel By-Law) by deleting said sub-paragraph (f) in its entirety and substituting the following:

"(f) Regular, full time, permanent Town employees shall be paid one day at regular straight time pay, in accordance with present practices, for the following State legal holidays: New Year's Day, Martin Luther King Day, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day. In the event such holidays fall on Sunday they shall be deemed to occur on Monday; and if they fall on Saturday they shall be deemed to occur on Friday. Such employees shall receive time off without loss of pay for one-half day on the last working day immediately preceding Christmas. Those employees performing official duties on the holiday shall receive an extra day's pay, provided, (1) that if an employee assigned to work on a legal holiday shall not report for duty because of illness, he shall not be entitled to an extra day's pay as provided above; and provided, (2) that if an employee working on such legal holiday shall be unable to complete a full day's work because of injury sustained by him in line of duty on such legal holiday, he shall nevertheless be entitled to the full amount of such extra day's pay; and provided, (3) that if an employee reporting for duty on a legal holiday shall be taken ill in the course of the day's work and have to be relieved of duty, he shall be entitled to that portion of an extra day's

pay which is in proportion to the number of hours that he worked out of a full work day; and provided (4) that the provisions of this paragraph shall not be construed to authorize holiday pay for employees absent on vacation; and provided (5) that the provisions of this paragraph shall not apply to heads of said departments; and provided (6) that if any employee shall work more than one shift, watch or tour of duty on the same legal holiday, he shall receive an extra day's pay for the first such shift, watch, or tour of duty, but shall not be entitled to holiday pay for each subsequent shift, watch, or tour of duty undertaken by him on that same day."

or take any other action relative thereto.

The motion under Article 12 recommending that the holidays be named in the by-law rather than making general reference to all State legal holidays as presently done was presented and after a brief discussion it was

VOTED: That the Town amend Article IX, Section 19, sub-paragraph (f) of the General By-Laws (Consolidated Personnel By-Law) by deleting said sub-paragraph (f) in its entirety and substituting the following:

"(f) Regular, full time, permanent Town employees shall be paid one day at regular straight time pay, in accordance with present practices, for the following State legal holidays: New Year's Day, Martin Luther King Day, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day. In the event such holidays fall on Sunday they shall be deemed to occur on Monday; and if they fall on Saturday they shall be deemed to occur on Friday. Such employees shall receive time off without loss of pay for one-half day on the last working day immediately preceding Christmas. Those employees performing official duties on the holiday shall receive an extra day's pay, provided, (1) that if an employee assigned to work on a legal holiday shall not report for duty because of illness, he shall not be entitled to an extra day's pay as provided above; and provided, (2) that if an employee working on such legal holiday shall be unable to complete a full day's work because of injury sustained by him in line of duty on such legal holiday, he shall nevertheless be entitled to the full amount of such extra day's pay; and provided, (3) that if an employee reporting for duty on a legal holiday shall be taken ill in the course of the day's work and have to be relieved of duty, he shall be entitled to that portion of an extra day's pay which is in proportion to the number of hours that he worked out of a full work day; and provided (4) that the provisions of this paragraph shall not be construed to authorize holiday pay for employees absent on vacation; and provided (5) that the provisions of this paragraph shall not apply to heads of said departments; and provided (6) that if any employee shall work more than one shift, watch or tour of duty on the same legal holiday, he shall receive an extra day's pay for the first such shift, watch, or tour of duty, but shall not be entitled to holiday pay for each subsequent shift, watch, or tour of duty undertaken by him on that same day."

ARTICLE 13. To see if the Town will vote to amend Article IX, Section 22, subsections (b), (c), (d) and (e) of the General By-Laws (Consolidated Personnel By-Law) by changing the words "eight", "fifteen", "eighth" and "fifteenth" found in said section so that said new subsection (b), (c), (d) and (e) will read as follows:

"(b) Vacation leave of two weeks with full pay shall be granted to any such employee who has been employed by the Town for at least one year but less than five years.

TOWN OF NEEDHAM

(c) Vacation leave of three weeks with full pay shall be granted to any such employee who has been employed by the Town for at least five years but less than twelve years. Eligibility for the third week of vacation shall be effective after January first of the calendar year in which the fifth anniversary date of such employee falls.

(d) Vacation leave of four weeks with full pay shall be granted to any such employee who has been employed by the Town for twelve years or more. Eligibility for the fourth week shall be effective after January first of the calendar year in which the twelfth anniversary date of such employee falls.

(e) Full time permanent employees of the Library Department shall be an exception to paragraph (b) and (c) above as follows: Vacation leave of three weeks with full pay shall be granted to those employees who have been employed by the Town for at least one year but less than twelve years."

or take any other action relative thereto.

VOTED: That the Town amend Article IX, Section 22, subsections (b), (c), (d) and (e) of the General By-Laws (Consolidated Personnel By-Law) by changing the words "eight", "fifteen", "eighth" and "fifteenth" found in said section so that said new subsection (b), (c), (d) and (e) will read as follows:

"(b) Vacation leave of two weeks with full pay shall be granted to any such employee who has been employed by the Town for at least one year but less than five years.

(c) Vacation leave of three weeks with full pay shall be granted to any such employee who has been employed by the Town for at least five years but less than twelve years. Eligibility for the third week of vacation shall be effective after January first of the calendar year in which the fifth anniversary date of such employee falls.

(d) Vacation leave of four weeks with full pay shall be granted to any such employee who has been employed by the Town for twelve years or more. Eligibility for the fourth week shall be effective after January first of the calendar year in which the twelfth anniversary date of such employee falls.

(e) Full time permanent employees of the Library Department shall be an exception to paragraphs (b) and (c) above as follows: Vacation leave of three weeks with full pay shall be granted to those employees who have been employed by the Town for at least one year but less than twelve years."

ARTICLE 14. To see if the Town will vote to raise and appropriate a sum of money to be used by the Personnel Board to retain the service of a professional consulting firm to make a study of all job classifications under the jurisdiction of the Personnel Board; determine how said sum shall be raised and expended;

or take any other action relative thereto.

Mr. John Carroll spoke on the motion under Article 14 requesting the services of a professional consulting firm to make a study of all job classifications under the Personnel Board's jurisdiction and also to set up a system to use in evaluating requested changes in classifications.

After a lengthy discussion, Mr. Francis Foster moved the previous question and when put to a vote the motion carried.

The main motion was then presented and it was

VOTED: That the Town appropriate the sum of \$13,000. to be used by the Personnel Board to retain the service of a professional consulting firm to make a study of all job classifications under the jurisdiction of the Personnel Board; said sum to be expended under the supervision of the Personnel Board.

Mr. Robert W. Page then moved that the meeting stand adjourned until Wednesday, May 4 at 7:30 P.M., but when put to a vote the motion failed to carry.

ARTICLE 15. To see if the Town will accept Mass. G.L. Chapter 48, Section 42A, for the purpose of changing the established Fire Department presently under the control of the Fire Chief as authorized by Section 42 to an established Fire Department to be under the control of the Board of Selectmen as authorized by said Section 42A;

or take any other action relative thereto.

Mr. Donald Everett spoke on the motion under Article 15 which would put the Fire Department under the Board of Selectmen as is presently the way it is with the Police Department and the Department of Public Works. When put to a vote the motion carried.

VOTED: That the Town accept Mass. G.L. Chapter 48, Section 42A, for the purpose of changing the established Fire Department presently under the control of the Fire Chief as authorized by Section 42 to an established Fire Department to be under the control of the Board of Selectmen as authorized by said Section 42A.

At 11:17 P.M., Mr. Robert W. Page moved that the meeting stand adjourned to Wednesday, May 4, 1977 at 7:30 P.M., at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
May 4, 1977

Pursuant to adjournment of the Annual Town Meeting held May 2, 1977 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Wednesday, May 4, 1977 a 7:30 p.m.

Check lists were used and 308 voters were checked on the list which included 244 Town Meeting Members.

Rabbi Rievan W. Slavkin, Temple Beth Shalom, gave the invocation.

Those Town Meeting Members who were not present May 2nd were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. William L. Mather, Chairman of the Finance Committee, was recognized and presented the fiscal 1978 projections relative to appropriations, receipts and available funds, and the Finance Committee estimated tax rate of \$59.00.

TOWN OF NEEDHAM

ARTICLE 16. To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

Under Article 16 the Moderator stated he would read the various items in the budget and if any Town Meeting Member wished to discuss an item or offer a substitute motion he was to indicate this by calling "question" or "debate". Those items so indicated were: 1, 2, 3, 4, 5, 7, 10, 11, 13, 14, 15, 17, 21, 24, 26, 29, 31, 32, 33, 34, 35, 37, 38, 41, 42, 44, 45, 46, 47, 48, 49, 50, 55, 57, 58, 61, 63, 65, 66, 67, 67a, 68, 69, 74, 75, 78, 83, 85, 86, 89, 91, 92, 94, 95, 96, 97, 98, 101, 104, 109, 112, 114, 115, 117, 120, 122, 125, 127, 128, 132, 134, 135, 139, 140, 145, 148, 149, 150, 152, 161, 169, and 172.

Under Line item #3 Mr. Sidney Dockser moved that the amount of \$600. Travel Out of State — Accounting Department be changed to zero. A discussion followed and Mr. Dockser's motion was supported by Mr. James Colman.

The following tellers were sworn in by the Moderator: Mr. Raeburn B. Hathaway, Mrs. Jean W. Hutchinson, Mrs. Agnes M. Bassett, Mrs. Mary Ann Carovillano and Mr. F. Hartwell Swaffield.

Mr. Dockser's motion was presented and by a count of hands, it was

VOTED: To change the figure of \$600. to zero in Line item #3 — Travel Out of State — Accounting Department.

YES 152 — NO 73

Mr. Dockser also moved that the following Travel Out of State funds be deleted and when put to a vote the motions carried.

VOTED: To change the figure of \$500. to zero in Line item #10 — Travel Out of State — Assessors;
To change the figure of \$200. to zero in Line item #24 — Travel Out of State — Planning Board;
To change the figure of \$300. to zero in Line item #37 — Travel Out of State — Town Clerk;
To change the figure of \$400. to zero in Line item #55 — Travel Out of State — Fire Department.

An extended discussion followed relative to Line item #31. The motion offered by the Finance Committee to change the figure of \$68,042. to \$99,910. was supported by the Personnel Board, Data Processing Advisory Board, Selectman Benedict Horowitz, H. Phillip Garrity and John McQuillan. The proposed increase in the Selectmen's Salary budget would enable them to hire a financial officer at a proposed salary of \$20,000. to oversee the management of Needham's money. The increase recommended in Line 33 — Expenses of \$12,000. would enable the financial officer to implement changes already recommended in a study of the Town's financial operations. A motion by Mr. John Antonakes to change the figure of \$68,042. to \$79,910. was presented but when put to a vote failed to pass.

Mr. Hartford's motion was presented and by a count of hands it was

VOTED: To change the figure of \$68,042. to \$99,910. in Salary Budget — Selectmen, Line item #31.

YES 137 — NO 87

The evening recess was called at 9:45 P.M.

The meeting resumed at 10:05 P.M. with further discussion of line items in the budget.

A motion was offered by Robert F. Larkin, Jr. to change the figure of \$1,200. to zero in Line item #46 — Capital Outlay — Civil Defense, but when put to a vote the motion failed to carry.

The following amendments to the budget article, presented by the Finance Committee, were voted in the affirmative:

VOTED: Line 1 — changed from \$60,997. to \$64,227.
Line 5 — changed from \$50,148. to \$53,354.
Line 7 — changed from \$66,650. to \$62,879.
Line 11 — changed from \$1,692. to \$1,780.
Line 13 — changed from \$15,500. to \$16,275.
Line 15 — changed from \$2,851. to \$2,994.
Line 17 — changed from \$20,142. to \$14,288.
Line 21 — changed from \$28,239. to \$29,536.
Line 26 — changed from \$12,095. to \$12,590.
Line 29 — changed from \$22,806. to \$23,916.
Line 33 — changed from \$21,942. to \$33,942.
Line 35 — changed from \$35,590. to \$37,361.
Line 38 — changed from \$55,839. to \$56,030.
Line 41 — changed from \$56,183. to \$58,967.
Line 47 — changed from \$1,114,646. to \$1,100,013.
to be raised as follows: by transfer of \$224,000 from
federal revenue sharing funds, P.L. 95-512 and the
balance of \$876,013 from the current tax levy.
Line 48 — changed from \$169,587. to \$247,931.
Line 49 — changed from \$23,800. to \$24,000.
Line 50 — changed from \$27,065. to \$28,418.
Line 57 — changed from \$29,623. to \$31,102.
Line 58 — changed from \$1,500. to \$1,575.
Line 61 — changed from \$61,026. to \$63,944.
Line 63 — changed from \$3,396. to \$3,566.

A motion to amend Line Item 65 was offered by Mr. James H. Powers that line item 65 of the Budget, as appearing in the Finance Committee's motion, be amended by striking out the amount \$913,127. and by inserting in place thereof the amount, \$993,409. and by striking out, after the words "balance of" the amount "\$739,675", and by inserting in place thereof the amount \$814,009; all to the end of increasing by six the number of patrolmen as proposed by the Chief of Police in his budget request.

In view of the lateness of the hour no action was taken on the foregoing motion and Mr. Powers moved that this meeting stand adjourned to Monday, May 9, 1977 at 7:30 P.M. at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

**ADJOURNED ANNUAL TOWN MEETING
May 9, 1977**

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 4, 1977 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Monday, May 9, 1977 at 7:30 p.m.

Check lists were used and 292 voters were checked on the list which included 239 Town Meeting members.

TOWN OF NEEDHAM

Rev. Lynn L. Illingworth, Pastor, Needham Presbyterian Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

At 7:43 P.M., Mr. Hartford moved that this meeting stand adjourned until after the adjournment or dissolution of the Special Town Meeting and it was so voted.

SPECIAL TOWN MEETING May 9, 1977

Pursuant to a warrant issued by the Selectmen on April 22, 1977 this meeting was called for May 9, 1977 at 7:30 P.M. The call to the meeting and the officer's return were read by the Town Clerk.

The Moderator declared a quorum to be present for this meeting and requested the Town Clerk to so record.

ARTICLE 1. To see if Town will vote to appropriate a sum of money for the purpose of supplementing some of the line item amounts appropriated under budget Article 13 of the 1976 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; determine how said sum is to be raised, whether from the free cash certified account, by transfer of the anticipated unused sums from budget items appropriated under said Article 13 or by other means and how expended; or take any other action relative thereto.

VOTED: That the sum of \$95,000. be appropriated to the following accounts whose appropriations at the Annual Town Meeting of 1976 for the Fiscal Year Ending June 30, 1977 are considered to be insufficient in the following amounts:

Line 88	Engineering salaries	\$ 4,691.
90	Forestry salaries	924.
96	Highway Expenses	17,035.
99	Snow and Emergency salaries	5,000.
100	Snow and Emergency expenses	15,000.
110	Hospital salaries	40,000.
154	Street Lighting	12,350. \$95,000.

and that the above sums be raised as follows:

By transfer from the following line items and the Free Cash Certified Account, as indicated below:

Line 85	Administration salaries	
	Public Works Department	\$ 7,573.
94	Highway salaries	5,169.
101	Sewer salaries	9,442.
104	Water salaries	3,375.
107	Grounds salaries	3,799.
111	Hospital expenses	40,000.
51	Capital Outlay Fire Dept.	1,538.
Free cash certified account		24,104. \$95,000.

UNANIMOUS VOTE

At 7:55 P.M. Mr. Henry D. Hersey moved that the special town meeting stand dissolved and it was so voted.

At this time the meeting returned to the business of the Annual Town Meeting.

Mr. Daniel Y. S. Chin moved for reconsideration of Line item #46 in the budget article and it was voted.

Mr. Chin offered a motion to change the figure of \$1,200. to \$200. in the Civil Defense — Capital Outlay budget, but when put to a vote the motion failed to carry.

The amendments offered under Item #65 were then discussed. Mr. Hartford's motion that the amount be increased by \$5,948. to the new total of \$919,075. and a motion offered by Mr. James Hugh Powers as follows:

MOVED: That Line Item #65 of the Budget, as appearing in the Finance Committee's motion, be amended by striking out the amount \$913,127. and by inserting in place thereof the amount \$993,409. and by striking out after the words "balance of", the amount "\$739,675." and by inserting in place thereof the amount \$814,009; all to the end of increasing by six the number of patrolmen as proposed by the Chief of Police in his budget request. Mr. Powers' motion when put to a vote failed to carry.

Mr. Hartford's motion to amend was then put to a vote and it was

VOTED: That line item #65 be increased by \$5,948. to the new total of \$919,075. to be raised as follows: by transfer of \$8,400. from Off-Street Parking Meter Fund; \$171,000. by transfer from federal revenue sharing funds, P.L. 95-512, and the balance of \$739,675. from the current tax levy.

Mr. James Colman offered a motion to amend item #74 — Police — Travel Out of State by changing the figure of \$500. to zero, but when put to vote the motion failed to carry.

Mr. John Antonakes offered a motion to amend item #85—Board of Health—Travel Out of State by changing the figure of \$300. to zero and when put to a vote it was

VOTED: To change the figure of \$300.—Board of Health—Travel Out of State to zero.

Mr. Sidney Dockser offered a motion to amend item #115—Glover Hospital—Travel Out of State from \$3,000. to zero and when put to a vote by a count of hands it was

VOTED: To change the figure of \$3,000. to zero in Item #115—Glover Hospital—Travel Out of State.

YES 102 — NO 93

Mr Robert D. Hall, Jr. moved that Item #120— Public Library— Salaries be increased to a figure of \$250,115. but when put to a vote the motion failed to carry.

A motion to amend Item #122— Public Library— Books and Periodicals by changing the figure of \$63,564. to \$70,877. was presented by Mr. Hall and when put to a vote it was

VOTED: To change the figure of \$63,564. to \$70,877. in item #122— Public Library — Books and Periodicals.

YES 102 — NO 90

TOWN OF NEEDHAM

Mr. Arthur M. Tiernan, Jr. offered a motion to amend Item #132 — Memorial Park — Expenses from zero to \$1,000. stating that this amount was not presented to the Finance Committee before the Warrant closing date, but when put to a vote the motion failed to carry.

The following amendments to the budget article, presented by the Finance Committee, were voted in the affirmative:

VOTED: Line 66 — changed from \$60,000. to \$118,913.
 Line 67 — changed from \$16,800. to \$19,500.
 Line 67a — changed from \$26,700. to \$28,035.
 Line 78 — changed from \$86,614. to \$90,162.
 Line 89 — changed from \$67,022. to \$70,356.
 Line 92 — changed from \$147,678. to \$154,750.
 Line 94 — changed from \$81,683. to \$85,728.
 Line 96 — changed from \$318,361. to \$333,791.
 Line 97 — changed from \$8,000. to \$8,400. to be raised by transfer from Off-Street Parking Meter Fund.
 Line 101 — changed from \$219,749. to \$229,883.
 Line 104 — changed from \$281,048. to \$294,690.
 Line 109 — changed from \$241,819. to \$253,616.
 Line 117 — changed from \$16,303. to \$17,116.
 Line 120 — changed from \$235,941. to \$245,801. to be raised by transfer of \$3,318.66 from the Town's share of the unexpended balance of the Dog Fund, \$148.66 from the Barr and Greenwood Trust Funds, \$11,226.00 from the State Library Assistance and the balance of \$231,107.68 from the current tax levy.
 Line 127 — changed from \$13,326. to \$13,893.

At 11:00 P.M., Mr. Sidney Dockser moved that this meeting stand adjourned to Wednesday, May 11, 1977 at 7:30 P.M., at the Newman Junior High School and it was so voted.

YES 119 — NO 42

A true copy.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

May 11, 1977

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 9, 1977 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Wednesday, May 11, 1977 at 7:30 P.M.

Check lists were used and 299 voters were checked on the list which included 235 Town Meeting Members.

Rev. Paul C. Clayton, Pastor, Needham Congregational Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Thomas Harkins moved for reconsideration of Line Item #120 and when put to a vote the motion for reconsideration carried.

Mr. Harkins' motion that Line Item #120 be changed to an amount of \$250,115, was discussed at length. Mr. Norman Meier moved the previous question and it was so voted.

Mr. Harkins' motion that Line Item #120 be changed to an amount of \$250,115, was presented but when put to a vote it failed to carry.

Mr. Roger D. Goodwin moved for reconsideration of Line Item #132 and when put to a vote the motion for reconsideration carried.

Mr. Goodwin moved that the zero amount in the Memorial Park — Expense budget be changed to \$500, and when put to a vote it was

VOTED: To change the zero figure in Line Item #132 — Memorial Park — Expenses to \$500.

Mr. Roy Kelley moved that Line Item #169 — School Dept. — Travel Out of State be changed from \$8,000. to \$4,000. and when put to a vote it was

VOTED: To change the figure of \$8,000. to \$4,000. in Line Item #169 — School Dept. — Travel Out of State.

A motion was presented by Mrs. Sally Levitan that the zero amounts in Travel Out of State in Line Items #3, 10, 24, 37, 55, 85 and 115 be returned to the original amounts recommended by the Finance Committee, but when put to a vote the motion failed to carry.

Mr. Frank A. Geraci moved that the sum of \$2,359,219, recommended for those budget line items designated as "expenses" and identified below by their item numbers, be amended to those figures listed in column entitled, "Appropriation Year Ending 6/30/77" to a total sum of \$2,264,850:

2, 6, 8, 12, 14, 16, 18, 22, 27, 30, 33, 36, 39, 42, 45, 54, 59, 62, 64,
72, 79, 88, 90, 93, 95, 98, 102, 105, 108, 110, 113, 118, 124, 134, 136
and 145.

After an extended discussion, Mr. Geraci's motion when put to a vote failed to pass.

The following amendments to the budget article, presented by the Finance Committee, were voted in the affirmative:

VOTED: Line 135 — changed from \$148,980. to \$150,659.

Line 139 — changed from 905,000. to 920,000. said amount to be raised as follows: \$75,000. by transfer from the Ridge Hill Reservation Purchase Escrow Fund and the balance of \$845,000. from the current tax levy.

Line 140 — changed from 208,267. to 190,118. said amount to be raised as follows: \$5,312.50 by transfer from the Ridge Hill Reservation Purchase Escrow Fund and the balance of \$184,805.50 from the current tax levy.

Line 148 — that the sum of \$225,000. be raised as follows: \$122,805.60 by transfer from the Overlay Surplus Reserve and the balance of \$102,194.40 from the current tax levy.

Line 152 — changed from \$1,457. to \$5,936.

Line 161 — that the budget figure of \$490,188 be raised as follows: by transfer of \$150,000. from P.L. 874; by transfer of \$210.16 from the Dwight School Fund and the balance of \$339,977.84 from the current tax levy.

The budget (Article 16) with amendments thereto was then presented and it was

TOWN OF NEEDHAM

VOTED: That the following sums of money be authorized for the several specific purposes hereinafter designated, together with authority to credit the purchase price of new equipment with the value of old equipment turned in, said sums of money to be expended only for such purposes under the direction of the respective Boards, Committees or Officers of the Town for the fiscal year beginning July 1, 1977 as follows:

GENERAL GOVERNMENT

Accounting:	
1. Salaries	64,227
2. Expenses	6,726
3. Travel Out of State	0
4. Capital Outlay	200
Data Processing:	
5. Salaries	53,354
6. Expenses	36,000
Assessors:	
7. Salaries	62,879
8. Expenses	8,750
9. Capital Outlay	0
10. Travel Out of State	0
Board of Appeals:	
11. Salaries	1,780
12. Expenses	1,400
Council on Aging:	
13. Salaries	16,275
14. Expenses	5,500
Finance Committee:	
15. Salaries	2,994
16. Expenses	400
Legal:	
17. Salaries	14,288
18. Expenses	2,000
19. Special Counsel - Labor	10,000
20. Damages	0
Planning Board:	
21. Salaries	29,536
22. Expenses	2,600
23. Technical Assistance	0
24. Travel Out of State	0
25. Capital Outlay	0
Registrars:	
26. Salaries	12,590
27. Expenses	8,575
28. Tellers and Canvassers	9,450
Personnel Board:	
29. Salaries	23,916
30. Expenses	3,850
Selectmen:	
31. Salaries	99,910
32. Telephone Charges	32,400
33. Expenses	33,942
34. Town Meetings	6,765

Town Clerk:

35.	Salaries	37,361
36.	Expenses	2,750
37.	Travel Out of State	0

Treasurer and Tax Collector:

38.	Salaries	56,030
39.	Expenses	16,500
40.	Capital Outlay	200

Youth Commission:

41.	Salaries	58,967
42.	Expenses	8,530
43.	Capital Outlay	0

PROTECTION OF PERSONS AND PROPERTY**Civil Defense:**

44.	Salaries	1,500
45.	Expenses	11,000
46.	Capital Outlay	1,200

Fire Department:

47.	Salaries, regular	1,100,013
	(To be raised by transfer of \$224,000. from Federal Revenue Sharing Funds PL 95-512 and the balance of \$876,013. from the current tax levy)	
48.	Overtime	247,931
49.	Education Incentive and Emergency Medical Technician..	24,000
50.	Inservice Training	28,418
51.	Building Maintenance	21,450
52.	Capital Outlay	0
53.	Equipment and Supplies	16,600
54.	Service Expenses	5,600
55.	Travel Out of State	0
56.	Equipment Maintenance	11,850

Fire Alarm:

57.	Salaries	31,102
58.	Overtime Salaries	1,575
59.	Expenses	12,950
60.	Equipment Maintenance	2,600

Building:

61.	Salaries	63,944
62.	Expenses	1,234

Sealer of Weights and Measures:

63.	Salaries	3,566
64.	Expenses	1,150

Police:

65.	Salaries, regular	919,076
	(To be raised by transfer of \$8,400. from Off-Street Parking Meter Fund, \$171,000. by transfer from Federal Revenue Sharing Funds PL 95-512, and the balance of \$739,675. from the current tax levy)	
66.	Overtime	118,913
67.	Educational and Career Incentive	19,500
67a.	Inservice Training	28,035
68.	Auto Maintenance	41,500
69.	Building Maintenance	19,000

TOWN OF NEEDHAM

70.	Capital Outlay	34,000
71.	Communications	14,000
72.	Operating Expenses	15,400
73.	Signal System	1,000
74.	Travel Out of State	500
75.	Uniforms	13,200
76.	Crime Check Committee	500
77.	Animal Control	1,200

HEALTH SERVICES**Board of Health:**

78.	Salaries	90,162
79.	Expenses	7,425
80.	Capital Outlay	0
81.	Garbage Removal	60,000
82.	Hospitalization	500
83.	Mental Health - Norfolk County	0
84.	Mosquito Control	0
85.	Travel Out of State	0
86.	Mentally Retarded	7,800

Dental Health:

87.	Salaries	9,109
88.	Expenses	4,975

PUBLIC WORKS**Administration:**

89.	Salaries	70,356
90.	Expenses	3,725
91.	Travel Out of State	800

Engineering:

92.	Salaries	154,750
93.	Expenses	5,400

Garage and Equipment:

94.	Salaries	85,728
95.	Expenses	68,000

Highway:

96.	Salaries	333,791
97.	Salaries - Parking Meter Fund	8,400
	(To be raised from Off-Street Parking Meter Fund)	
98.	Expenses	127,150
99.	Highway Repairs	6,000
100.	Equipment Replacement	96,000

Park Division:

101.	Salaries	229,883
102.	Expenses	80,275
103.	Capital Outlay	25,000

Sewer:

104.	Salaries	294,690
105.	Expenses	41,650
106.	House Connections	18,950

Snow and Emergency:

107.	Overtime Salaries	50,000
108.	Expenses	60,000

Water:

109.	Salaries	253,616
110.	Expenses	154,700
111.	Main Extensions and Services	40,000

HOSPITAL**Glover Hospital:**

112.	Salaries	3,539,848
113.	Expenses	1,551,180
114.	Capital Outlay	120,000
115.	Travel Out of State	0
116.	X-Ray	0

VETERANS' SERVICES**Veterans' Services:**

117.	Salaries	17,116
118.	Expenses and Transportation	500
119.	Benefits	75,000

LIBRARIES**Public Library:****Main Library:**

120.	Salaries	245,801
	(To be raised by transfer of \$3,318.66 from the Town's share of the unexpended balance of the Dog Fund; \$148.66 from the Barr and Greenwood Trust Funds; \$11,226. from the State Library Assistance and the balance of \$231,107.68 from the current tax levy)	
121.	Bindings	1,500
122.	Books & Periodicals	70,877
123.	Building Maintenance	21,078
124.	Expenses and Supplies	17,839
125.	Capital Outlay	6,000
126.	Travel Out of State	0

Branch:

127.	Salaries	13,893
128.	Rent	3,600
129.	Book Transport	1,080
130.	Periodicals	750
131.	Utilities	972

PARKS AND RECREATION**Memorial Park:**

132.	Expenses	500
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Conservation:

133.	Salaries	200
134.	Expenses	2,400

Parks and Recreation:

135.	Salaries	150,659
136.	Expenses	54,020
137.	Capital Outlay	0
138.	Engineering Services	2,000
139.	Maturing Bonds and Notes	920,000

(To be raised by transfer of \$75,000. from the Ridge Hill Reservation Purchase Escrow Fund and the balance of \$845,000. from the current tax levy)

TOWN OF NEEDHAM

140.	Bond and Note Interest	190,118
	(To be raised by transfer of \$5,312.50 from the Ridge Hill Reservation Purchase Escrow Fund and \$184,805.50 from the current tax levy)	
141.	Temporary Loan Interest	5,000
142.	Fiscal Cycle Loan - Prin. - Schools	0
143.	Fiscal Cycle Loan - Int. - Schools	0

PENSIONS

Contributory Retirement:

144.	Contributions	869,575
145.	Expenses	7,125

Pensions and Annuities:

146.	Haddock and McLeod	3,600
147.	Chapter 32 Retirements	162,963

UNCLASSIFIED

Finance Committee:

148.	Reserve Fund	225,000
	(To be raised by transfer of \$122,805.60 from Overlay Surplus Reserve and the balance of \$102,194.40 from the current tax levy)	

Selectmen - Miscellaneous:

149.	Insurance	178,154
150.	Accident & Health & Group Life Insurance	560,000
151.	Workmen's Compensation Self Insurance Fund and Premium Account	100,000
152.	Property and Casualty Self Insurance	5,936
153.	Uniformed Services Medical Payments	7,000
154.	Memorial Day	1,000
155.	Care of Soldiers' Graves	800
156.	Town Report	5,000
157.	Street Lighting	130,000
158.	Maintenance of Stephen Palmer School	0

SCHOOLS

159.	Salaries	10,110,072
160.	Administration	27,600
161.	Instruction	490,188
	(To be raised by transfer of \$150,000. from P.L. 874; \$210.16 from the Dwight School Fund; and \$339,977.84 from the current tax levy)	
162.	Other School Services	61,450
163.	Cafeteria Assistance	40,000
164.	Pupil Transportation	214,780
165.	Operation and Maintenance of Plant	717,264
166.	Community Services	45,000
167.	Fixed Asset Acquisitions	44,526
168.	Tuitions, other Districts	175,000
169.	Out of State Travel	4,000
170.	Summer School	23,500
171.	Adult Evening Education	32,000
172.	Capital Outlay - Renovation of Physical Properties	80,000

ARTICLE 18. To see if the Town will vote to amend Article XIV of its General By-Laws by deleting the entire text entitled "Dog Regulations" and by substituting therefor the following new dog regulations:

"Dog Regulations

Section 1. No person shall permit a dog owned or kept by him beyond the confines of the property of the owner or keeper unless the dog is held firmly in a leash. The length of a leash shall not exceed 6 feet when off the property of the owner or keeper. An owner or keeper may use a leash of a greater length to restrain a dog on the property of an owner or keeper, provided the dog is securely confined to the premises of the owner or keeper.

Section 2. No person shall own or keep within the Town any dog which by biting, barking, howling, or in any other manner disturbs the peace and quiet of any neighborhood or endangers the safety of any person or domesticated or farm animal.

Section 3. The dog officer is hereby authorized to seek a complaint against the owner or keeper of a dog who is found to have violated the provisions of Section 1 and 2 of this By-law for which the following penalties shall be imposed:

1. A fine of \$10.00 for the first offense.
2. A fine of \$15.00 for the second offense.
3. A fine of \$25.00 for the third offense and each subsequent offense.

Section 4. In addition to the foregoing penalties, the dog officer is also authorized and empowered to muzzle, restrain or order the owner or keeper of a dog to muzzle or restrain a dog pending a hearing before the Board of Selectmen as herein after provided, when the dog officer finds that a dog has (a) bitten or threatened any person, domesticated or farm animal; (b) chased any vehicle upon any way open to public travel in the Town; or (c) the owner had violated the provision of Section 1 and 2 for more than three times in any calendar year. The owner or keeper of any dog that has been ordered to be restrained or muzzled under the provisions of this Section may request the dog officer in writing to vacate such order. If such order is not vacated, the owner or keeper of such dog may bring a petition in the district court within the Judicial District of Northern Norfolk praying that the order of restraint may be reviewed by the Court as provided in Massachusetts General Laws Chapter 140, Section 157, as amended.

Section 5. In addition to any other statutory authority contained in Mass. G.L. Chapter 140, the dog officer may, with the approval of the Board of Selectmen, enter a complaint before the Board of Selectmen for the purpose of obtaining an order with respect to the control or disposition of dog found to be uncontrollable or unresponsive to any other penalties contained in this By-Law.

Section 6. In addition to the requirement that a dog shall be duly licensed as required by law, the owner of a dog which is not licensed on or before April 30th in any year shall be subject to a fine of \$10. in addition to the license fee upon the complaint of the dog officer. The owner of any unspayed and unleashed female dog found by the dog officer roaming at large in season (heat) off the premises of the owner or keeper shall be subject to a fine of \$25. and shall be deemed to warrant only the one penalty.";

or take any other action relative thereto.

Mr. Henry D. Hersey presented the main motion and after considerable discussion the following motions to amend were offered:

TOWN OF NEEDHAM

MOVED by Mr. Robert Larsen — to amend dollar amounts in Article 18, Section 3, Paragraphs 1. From \$10.00 to \$20.00; 2. From \$15.00 to \$25.00. and it was

VOTED: To amend dollar amounts in Article 18, Section 3.

Paragraph 1. From \$10.00 to \$20.00

Paragraph 2. From \$15.00 to \$25.00

MOVED by Mr. David Knapton — to add in Section 1 after the word "leash" the following words "except for a designated dog control area."; and after the third sentence in Section 1 add the following sentence: "The Board of Selectmen are authorized to designate a specific public area where dogs are permitted at specified hours each week under physical or visual control." Said motion when put to a vote failed to carry.

MOVED by Mr. Robert D. Hall, Jr. — to add following end of paragraph of Section 2 the following words — "No person shall permit a dog owned or kept by him to perform its natural body functions on the property of other than that of the dog's owner or keeper without the approval of said property owner.", and it was

VOTED: To add following end of paragraph of Section 2 the following words: "No person shall permit a dog owned or kept by him to perform its natural body functions on the property of other than that of the dog's owner or keeper without the approval of said property owner."

MOVED by Mr. Daniel Chin — in Section 6, first sentence to change the figure of \$10. to \$25.; and it was

VOTED: To change the figure of \$10 to \$25 in Section 6 first sentence.

MOVED by Mr. Robert Todd Pratt — in Section 5 after the words "uncontrollable or" to add the following words "whose owner or keeper is", and it was

VOTED: To add in Section 5 after the words "uncontrollable or" the following words "whose owner or keeper is".

MOVED by Mr. Herbert Landy — to remove in Section 2 the words "in any other manner" and to add the word "excessive" before the word "barking". Said motion when put to a vote failed to carry.

MOVED by Mr. David Crocker — to delete in Section 3, line #3 as follows: "3. A fine of \$25.00 for the third offense and each subsequent offense", but when put to a vote said motion failed to carry.

The main motion, as amended, was presented and it was

VOTED: That the Town amend Article XIV of its General By-Laws by deleting the entire text entitled "Dog Regulations" and substituting therefor the following new dog regulations:

Dog Regulations

Section 1. No person shall permit a dog owned or kept by him beyond the confines of the property of the owner or keeper unless the dog is held firmly on a leash. The length of a leash shall not exceed 6 feet when off the property of the owner or keeper. An owner or keeper may use a leash of a greater length to restrain a dog on the property of an owner or keeper, provided the dog is securely confined to the premises of the owner or keeper.

Section 2. No person shall own or keep within the Town any dog which by biting, barking, howling, or in any other manner disturbs the peace and quiet of any neighborhood or endangers the safety of any person or domesticated or farm animal. No person shall permit a dog owned or kept by him to perform its natural body functions on the

property of other than that of the dog's owner or keeper without the approval of said property owner.

Section 3. The dog officer is hereby authorized to seek a complaint against the owner or keeper of a dog who is found to have violated the provisions of Section 1 and 2 of this By-Law for which the following penalties shall be imposed:

1. A fine of \$20.00 for the first offense.
2. A fine of \$25.00 for the second offense.
3. A fine of \$25.00 for the third offense
and each subsequent offense.

Section 4. In addition to the foregoing penalties, the dog officer is also authorized and empowered to muzzle, restrain or order the owner or keeper of a dog to muzzle or restrain a dog pending a hearing before the Board of Selectmen as hereinafter provided, when the dog officer finds that a dog has (a) bitten or threatened any person, domesticated or farm animal; (b) chased any vehicle upon any way open to public travel in the Town; or (c) the owner had violated the provision of Section 1 and 2 for more than three times in any calendar year. The owner or keeper of any dog that has been ordered to be restrained or muzzled under the provisions of this Section may request the dog officer in writing to vacate such order. If such order is not vacated, the owner or keeper of such dog may bring a petition in the district court within the Judicial District of Northern Norfolk praying that the order of restraint may be reviewed by the Court as provided in Massachusetts General Laws Chapter 140, Section 157, as amended.

Section 5. In addition to any other statutory authority contained in Mass. G.L. Chapter 140, the dog officer may, with the approval of the Board of Selectmen, enter a complaint before the Board of Selectmen for the purpose of obtaining an order with respect to the control or disposition of dog found to be uncontrollable or whose owner or keeper is unresponsive to any other penalties contained in this By-Law.

Section 6. In addition to the requirement that a dog shall be duly licensed as required by law, the owner of a dog which is not licensed on or before April 30th in any year shall be subject to a fine of \$25. in addition to the license fee upon the complaint of the dog officer. The owner of any unspayed and unleashed female dog found by the dog officer roaming at large in season (heat) off the premises of the owner or keeper shall be subject to a fine of \$25. and shall be deemed to warrant only the one penalty."

ARTICLE 19. To see if the Town will vote to amend Article X, Section 1, of the General By-Laws of the Town by deleting the last sentence thereof which reads as follows:

"The Chairman shall be designated from time to time by the Board of Selectmen.";

or take any other action relative thereto.

VOTED: That the Town amend Article X, Section 1, of the General By-Laws of the Town by deleting the last sentence thereof which reads as follows:

"The Chairman shall be designated from time to time by the Board of Selectmen."

ARTICLE 20. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads;
or take any other action relative thereto.

TOWN OF NEEDHAM

VOTED: That the Town authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvements of Town roads.

ARTICLE 21. To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

ALDEN ROAD Brewster Drive to Standish Road, 250 feet and Standish Road to 105 feet Westerly.

BREWSTER DRIVE Alden Road to 615 feet Northeasterly and Alden Road to 430 feet Southwesterly.

CAROL ROAD End of 1957 Acceptance to Brewster Drive 415 feet.

STANDISH ROAD Great Plain Avenue to End 1964 feet.

CRESTVIEW ROAD South Street to End 1110 feet.

LAUREL CIRCLE Laurel Drive to End 250 feet.

STRATFORD ROAD End of 1968 Acceptance to 257 feet beyond Windsor Road.

including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

VOTED: That the Town accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

ALDEN ROAD Brewster Drive to Standish Road, 250 feet and Standish Road to 105 feet Westerly.

BREWSTER DRIVE—Alden Road to 615 feet Northeasterly and Alden Road to 430 feet Southwesterly.

CAROL ROAD—End of 1957 Acceptance to Brewster Drive 415 feet.

STANDISH ROAD—Great Plain Avenue to End 1964 feet.

CRESTVIEW ROAD—South Street to End 1110 feet.

LAUREL CIRCLE—Laurel Drive to End 250 feet.

STRATFORD ROAD—End of 1968 Acceptance to 257 feet beyond Windsor Road.

including the taking or acceptance of easements as shown on said plans.

UNANIMOUS VOTE

Article 22 approved unanimously on May 2, 1977.

ARTICLE 23. To see if the Town will vote to accept the following street or portion thereof as laid out by the Board of Selectmen and according to a plan on file with the Town Clerk:

Highgate Street — Greendale Avenue to Arch Street — 850 feet.

including the taking or acceptance of easements as shown on said plan; raise and appropriate the sum of \$38,000. for the original construction thereof, including bituminous concrete sidewalk, laid where required at the time of such construction, all under the provisions of law authorizing the assessment of betterments; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

After an extended discussion by proponents and opponents, Mr. Francis G. Denneen offered a motion to defer this matter to a future town meeting to enable neighbors to try to resolve the issue, but when put to a vote the motion failed to carry.

The main motion was then presented and it was

VOTED: That the Town accept the following street or portion thereof as laid out by the Board of Selectmen and according to a plan on file with the Town Clerk:

HIGHGATE STREET — Greendale Avenue to Arch Street — 850 feet including the taking or acceptance of easements as shown on said plan; raise and appropriate the sum of \$38,000. for the original construction thereof, including bituminous concrete sidewalk, laid where required at the time of such construction, all under the provisions of law authorizing the assessments of betterments; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

At 11:14 P.M. Mr. John J. Gill moved that the meeting stand adjourned to Monday, May 16, 1977 at 7:30 P.M. at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING May 16, 1977

Pursuant to adjournment of the adjourned Annual Town Meeting held May 11, 1977 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Monday, May 16, 1977 at 7:30 P.M.

Check lists were used and 276 voters were checked on the list which included 227 Town Meeting Members.

Rev. Robert P. Deeley, Assistant Pastor, St. Bartholomew Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. William H. Powers moved for reconsideration of Article 18, but when put to a vote the motion failed to carry.

ARTICLE 29. To see if the Town will vote to raise and appropriate the sum of \$15,000. to install corrosion control facilities at Charles River Pumping Station No. 2; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$15,000. to install corrosion control facilities at Charles River Pumping Station No. 2; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 30. To see if the Town will vote to raise and appropriate the sum of \$80,000. for the construction of a Transfer Facility at the Disposal Area as proposed by the Public Works Department; determine how such sum shall

TOWN OF NEEDHAM

be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

A motion to amend was offered by Mr. Henry D. Hersey that the main motion under Article 30 be amended by deleting "the sum of \$80,000. for the construction of a Transfer Facility at the Disposal Area", and substituting therefor the following "the sum of \$25,000. to prepare the Disposal Area land adjacent to the relocated recycling area, for future deposit of refuse in compliance with State regulations".

After an extended discussion, Mr. Victor E. Gatto moved the previous question and it was so voted.

Mr. Hersey's motion to amend was presented, and it was

VOTED: To amend the main motion under Article 30 by deleting "the sum of \$80,000. for the construction of a Transfer Facility at the Disposal Area", and substituting therefor the following "the sum of \$25,000. to prepare the Disposal Area land adjacent to the relocated recycling area, for future deposit of refuse in compliance with State regulations".

The main motion, as amended, was presented and it was

VOTED: That the Town appropriate the sum of \$25,000. to prepare the Disposal Area land adjacent to the relocated recycling area, for future deposit of refuse in compliance with State regulations as proposed by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 31. To see if the Town will vote to amend Section 3.3 Permitted Uses in Flood Plain Districts of the Zoning By-Laws as indicated:

Amend Section 3.3.2. (b) to read as follows:

"(b) open space uses of land or water such as woodland, grassland, wetland, agriculture, or horticulture;";

and also amend Section 3.3.2. (c) to read as follows:

"(c) dumping, filling, earth transfer or relocation operations only in connection with utility trenches, landscaping, building foundations, tennis courts, swimming pools, and outdoor recreational uses of a similar intensity; and";

replace Section 3.3.3. (d) with the following:

"(d) tennis courts, swimming pools, and outdoor recreational uses of a similar intensity; and";

redesignate the existing Section 3.3.3. (d) to 3.3.3. (e) which will then read as follows:

"(e) accessory buildings and structures to uses in Section 3.3.2."

Immediately after Section 3.3.3. (e) add a new section designation 3.3.4. such that the next line will read as follows:

"3.3.4. In granting a special permit, the Board of Appeals shall . . ."

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

Mr. Norman A. Homsy presented the proposal to allow construction of swimming pools and tennis courts in flood plain districts by special permit from the Board of Appeals instead of a variance and special permit. Mr. Charles E. Downe also spoke in favor of the proposal.

Recommending defeat of the article were: Roger B. Hunt, Chairman of the Conservation Commission and Mrs. Jean Fox, President, Needham League of Women Voters, stating that this proposal would defeat the concept of flood plain zoning.

After considerable discussion, Mr. Richard Malconian moved the previous question and it was so voted.

The motion was presented and it failed to carry,

YES 58 — NO 145

MOVED: That the Town amend Section 3.3 Permitted Uses in Flood Plain Districts of the Zoning By-Laws as indicated:

Amend Section 3.3.2. (b) to read as follows:

"(b) open space uses of land or water such as woodland, grassland, wetland, agriculture, or horticulture;"

and also amend Section 3.3.2. (c) to read as follows:

"(c) dumping, filling, earth transfer or relocation operations only in connection with utility trenches, landscaping, building foundations, tennis courts, swimming pools, and outdoor recreational uses of a similar intensity; and";

replace Section 3.3.3. (d) with the following:

"(d) tennis courts, swimming pools, and outdoor recreational use of a similar intensity; and";

redesignate the existing Section 3.3.3. (d) to 3.3.3. (e) which will then read as follows:

"(e) accessory buildings and structures to uses in Section 3.3.2."

Immediately after Section 3.3.3. (e) add a new section designation 3.3.4. such that the next line will read as follows:

"3.3.4. In granting a special permit, the Board of Appeals shall . . ."

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A.

ARTICLE 32. To see if the Town will vote to amend Section 5.2.2. Permitted Uses in Flood Plain, Single Residence, General Residence, Apartment and Institutional Districts, part (a) subparagraph (6) of the Zoning By-Law such that the amended subparagraph shall read as follows:

"(6) one residence ground sign denoting only the name and/or profession of an occupant in a dwelling and not exceeding two (2) square feet."

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

VOTED: That the Town amend Section 5.2.2. Permitted Uses in Flood Plain, Single Residence, General Residence, Apartment and Institutional Districts, part (a) subparagraph (6) of the Zoning By-Law such that the amended subparagraph shall read as follows:

"(6) one residence ground sign denoting only the name and/or profession of an occupant in a dwelling and not exceeding two (2) square feet."

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

A two-thirds vote being required it was

YES 140 — NO 55

ARTICLE 33. To see if the Town will vote to amend Section 3.2 of the Zoning By-Law by adding a double asterisk to the letter "Y" under the last column "M" of the **Schedule of Use Regulations** applicable only to the following uses as specified on page 13, 14 and 16:

"Boarding house with no arrangements of any description for private cooking or housekeeping

Wholesale or retail store or salesroom

Retail trade or shop for custom work or the making of articles to be sold at retail on the premises

Craft, consumer, professional or commercial service establishment dealing directly with the general public and not enumerated elsewhere in this section

Theatres, indoor moving picture shows, bowling alleys, skating rinks, billiard rooms, and similar commercial amusements or entertainment places

The taking of not more than four non-transient boarders or the leasing of not more than two rooms with no provisions for private cooking by a resident family is a single family dwelling";

and adding a footnote at the bottom of pages 13, 14 and 16 as follows:

"**Except as noted in Section 4.7.3.;"

and also by adding a new Section 3.7.3. (but retaining the present Section 4.7.4. intact) as follows:

4.7.3. New England Industrial Park Restrictions

For the purpose of establishing a separate manufacturing district and the imposition of some additional restrictions not intended to apply to manufacturing districts generally, a new manufacturing district to be known as the "New England Industrial Park" is hereby created and geographically defined as all land zoned for manufacturing within the following limits: east of Route 128, south of the existing business district on Highland Avenue, west of the Charles River, and north of Cutler Park.

The following identified and described uses shall be prohibited within the New England Industrial Park:

Retail store and/or retail salesroom

Retail trade or shop for the making of articles to be sold at retail on the premises

Retail — craft, consumer, or commercial service establishments — except offices and banks

Theatres, movie theatres, bowling alleys, skating rinks, billiard rooms, and similar commercial amusement or entertainment places

Boarding houses"

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

A motion to amend the main motion was offered by Mr. George Giunta, to add the following paragraph:

MOVED: The sense of the foregoing vote shall be construed as intending to merely perpetuate the restrictions as to retail trade quite effectively maintained by the developer, owners and lessors within the area for the past twenty years or more, in order to gain time to permit the Planning Board and other Town tribunals to make a thorough in-depth study to ascertain the effect and

impact of further liberalization to permit some retail trade, and in so doing maintaining a high degree of harmony and compatibility between the existing businesses presently in the area and any recommended retail trade; and a report or further proposal resulting from such a study is to be made at the next Annual Town Meeting.

A motion to amend was also offered by Mr. Benedict Horowitz, proposing less stringent restrictions on the proposed retail ban in the Industrial Center.

MOVED: That the main motion be amended by deleting that portion of the proposed new Section 4.7.3. beginning with the words "Retail stores . . ." and ending with the words ". . . boarding houses" and by inserting in place thereof the following:

"Theatre, movie theatres, bowling alleys, skating rinks, billiard rooms, and similar commercial amusement or entertainment places and boarding houses.

Within the New England Industrial Park the following identified and described uses may be authorized by special permit issued by the Board of Appeals when supported by its finding and appropriate safeguards hereinafter set forth:

Retail store and/or retail salesroom;

Retail trade or shop for the making of articles to be sold at retail on the premises;

Retail-craft, consumer, or commercial service establishments — except offices and banks.

In addition to the general provisions of paragraph 6.5.2 of the within By-Laws applicable to special permits, the Board of Appeals shall determine, assess and identify within reasonable limits the following statistical data, conditions and safeguards deemed relevant to the granting or denying of such a special permit. In granting a special permit hereunder the Board shall find:

- (a) That there will be sufficient off-street parking facilities on the premises for management, employees and customers consistent with recognized normal standards for comparable businesses.
- (b) That the proposed business or trade will not generate sufficient additional traffic such as customers, service and delivery vehicles as to have a detrimental effect upon neighboring properties and the New England Industrial Park generally.

In addition thereto the Board shall further consider:

- (c) Whether the proposed business or trade is related or accessory to a primary or principal existing business. The continued maintenance of such relationship to the primary or principal existing business may be made a condition precedent to the special premit granted by the Board of Appeals.
- (d) Whether the proposed business or trade to be conducted on the premises shall be general or limited to a specific named owner, tenant, user or occupant."

Mr. Robert Sullivan, President, Needham Business Association, spoke in support of the Planning Board's proposal. Also speaking in favor were: Mr. Robert Triveri, General Facilities Manager, G.T.E. Sylvania and Mr. William Ford, Vice President, of Linnell & Co.

A motion was presented by Mr. Norman Meier to postpone indefinitely Article 33 and the proposed amendments, but when put to a vote the motion failed to carry.

After a lengthy discussion, Mr. Joseph Donnelly moved the previous question and it was so voted.

Mr. Horowitz' motion to amend was presented and it failed to pass.

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MOVED: That the main motion be amended by deleting that portion of the proposed new Section 4.7.3 beginning with the words "Retail stores . . ." and ending with the words ". . . boarding houses" and by inserting in place thereof the following:

"Theatre, movie theatres, bowling alleys, skating rinks, billiard rooms, and similar commercial amusement or entertainment places and boarding houses.

Within the New England Industrial Park the following identified and described uses may be authorized by special permit issued by the Board of Appeals when supported by its findings and appropriate safeguards hereinafter set forth:

Retail store and/or retail salesroom;

Retail trade or shop for the making of articles to be sold at retail on the premises;

Retail-craft, consumer, or consumer service establishments—except offices and banks.

In addition to the general provisions of paragraph 6.5.2 of the within By-Laws applicable to special permits, the Board of Appeals shall determine, assess and identify within reasonable limits the following statistical data, conditions and safeguards deemed relevant to the granting or denying of such a special permit. In granting a special permit hereunder the Board shall find:

- (a) That there will be sufficient off-street parking facilities on the premises for management, employees and customers consistent with recognized normal standards for comparable businesses.
- (b) That the proposed business or trade will not generate sufficient additional traffic such as customers, service and delivery vehicles as to have a detrimental effect upon neighboring properties and the New England Industrial Park generally.

In addition thereto the Board shall further consider:

- (c) Whether the proposed business or trade is related or accessory to a primary or principal existing business. The continued maintenance of such relationship to the primary or principal existing business may be made a condition precedent to the special permit granted by the Board of Appeals.
- (d) Whether the proposed business or trade to be conducted on the premises shall be general or limited to a specific named owner, tenant, user or occupant."

Mr. Giunta's motion to amend was presented and it was

VOTED: To add at the end of the Article 33 the following paragraph:

"The sense of the foregoing vote shall be construed as intending to merely perpetuate the restrictions as to retail trade quite effectively maintained by the developer, owners and lessors within the area for the past twenty years or more, in order to gain time to permit the Planning Board and other Town tribunals to make a thorough in-depth study to ascertain the effect and impact of further liberalization to permit some retail trade, and in so doing maintaining a high degree of harmony and compatibility between the existing businesses presently in the area and any recommended retail trade; and a report or further proposal resulting from such a study is to be made at the next Annual Town Meeting.

The main motion, as amended, was then presented and it was

VOTED: That the Town amend Section 3.2 of the Zoning By-Law by adding a double asterisk to the letter "Y" under the last column "M" of the **Schedule of Use Regulations** applicable only to the following uses as specified on page 13, 14 and 16:

"Boarding house with no arrangements of any description for private cooking or housekeeping

Wholesale or retail store or salesroom

Retail trade or shop for custom work or the making of articles to be sold at retail on the premises

Craft, consumer, professional or commercial service establishment dealing directly with the general public and not enumerated elsewhere in this section

Theatres, indoor moving picture shows, bowling alleys, skating rinks, billiard rooms, and similar commercial amusements or entertainment places

The taking of not more than four non-transient boarders or the leasing of not more than two rooms with no provisions for private cooking by a resident family in a single family dwelling";

and adding a footnote at the bottom of pages 13, 14 and 16 as follows:

"**Except as noted in Section 4.7.3.";

and also by adding a new Section 4.7.3 (but retaining the present Section 4.7.4. intact) as follows:

"4.7.3. New England Industrial Park Restrictions"

For the purpose of establishing a separate manufacturing district and the imposition of some additional restrictions not intended to apply to manufacturing districts generally, a new manufacturing district to be known as the "New England Industrial Park" is hereby created and geographically defined as all land zoned for manufacturing within the following limits: east of Route 128, south of the existing business district on Highland Avenue, west of the Charles River, and north of Cutler Park.

The following identified and described uses shall be prohibited within the New England Industrial Park:

Retail store and/or retail salesroom

Retail trade or shop for the making of articles to be sold at retail on the premises

Retail — craft, consumer, or commercial service establishments — except offices and banks

Theatres, movie theatres, bowling alleys, skating rinks, billiard rooms, and similar commercial amusement or entertainment places and boarding houses"

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A.

The sense of the foregoing vote shall be construed as intending to merely perpetuate the restrictions as to retail trade quite effectively maintained by the developer, owners and lessors within the area for the past twenty years or more, in order to gain time to permit the Planning Board and other Town tribunals to make a thorough in-depth study to ascertain the effect and impact of further liberalization to permit some retail trade and in so doing maintaining a high degree of harmony and compatibility between the existing businesses presently in the area and any recommended retail trade; and a report or further proposal resulting from such a study is to be made at the next Annual Town Meeting.

A two-thirds vote being required, it was

YES 195 — NO 11

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ARTICLE 34. To see if the Town will vote to amend its Zoning Map by changing from single residence to manufacturing all that land which lies west of Route 128, north of Crawford Street, east of River Park Street, and south of the property at 50 River Park Street;

The foregoing amendment shall not be construed to be an express or implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

The motion was offered by Mr. Julius Fedel on behalf of Mr. William J. O'Brien, owner of the property proposed to be rezoned.

Mr. O'Brien spoke in favor of the proposal stating that the rezoning would enable him to obtain a better line of credit and allow his business to grow.

Speaking in opposition were: Mrs. Ellen Canavan for the Planning Board, Mr. Philip Mulvey, Mr. Francis Denneen and Mr. Arthur E. Harkins, Jr.

After a lengthy discussion, Mr. Herbert Landy moved the previous question and it was so voted.

The main motion was presented and it failed to pass by unanimous vote.

MOVED: That the Town amend its Zoning Map by changing from single residence to manufacturing all that land which lies west of Route 128, north of Crawford Street, east of River Park Street, and south of the property at 50 River Park Street.

ARTICLE 35. To see if the Town will appropriate the sum of \$100,000. for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for the extended period ending June 30, 1978; authorize the Board of Selectmen to expend said sum in accordance with the vote of the Town under Article 16 of the 1976 Annual Town Meeting, including the authority to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; since the service contract entered into with the minibus contract carrier fully complied with the Town public bidding By-law, the Board of Selectmen is further authorized to extend the existing contract with the same contract carrier, MBTA and the Department of Transportation of the Commonwealth of Massachusetts for the extended period ending June 30, 1978; determine how said sum is to be raised;

or take any other action relative thereto.

A motion to amend was offered by Mrs. E. Loretta Reynolds.

MOVED: That the main motion under Article 35 be amended by deleting "the sum of \$100,000." and by inserting in place thereof "the sum of \$57,000."

Speaking in favor of continuing the minibus service were: Mrs. Reynolds, Mrs. Marcia Carleton, Mr. George Giunta for the Planning Board, Mrs. Aleda Bailey for the Needham Housing Authority, Mr. John McQuillan, Mr. Alden Eberly, Mr. John J. Ryan and Mr. Francis Denneen.

Speaking in opposition were: Mr. Robert D. Hall, Jr. and Mr. Stanley Willox who questioned whether the Town can afford this service.

Mr. William Mather noted that the Finance Committee were split in their vote — four in favor and four opposed.

The motion to amend was presented and it was

VOTED: That the main motion under Article 35 be amended by deleting "the sum of \$100,000." and by inserting in place thereof "the sum of \$57,000".

The main motion, as amended, was then presented and it was

VOTED: That the Town appropriate the sum of \$57,000. for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for the extended period ending June 30, 1978; authorize the Board of Selectmen to expend said sum in accordance with the vote of the Town under Article 16 of the 1976 Annual Town Meeting, including the authority to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; since the service contract entered into with the minibus contract carrier fully complied with the Town public bidding By-Law, the Board of Selectmen is further authorized to extend the existing contract with the same contract carrier, MBTA and the Department of Transportation of the Commonwealth of Massachusetts for the extended period ending June 30, 1978; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

At 11:00 P.M., Mrs. Ellen Canavan moved that the meeting stand adjourned to Wednesday, May 18, 1977 at 7:30 P.M. at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING May 18, 1977

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 16, 1977, the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Wednesday, May 18, 1977 at 7:30 P.M.

Check lists were used and 254 voters were checked on the list which included 214 Town Meeting Members.

Rabbi Dr. Ira A. Korff, Temple Aliyah, gave the invocation.

The Moderator declared a quorum was present and requested the Town Clerk to so record.

Mrs. June W. Vanelli moved for reconsideration of Articles 8 and 10 and spoke on the motion, but when put to a vote the motion failed to pass.

ARTICLE 37. To see if the Town will appropriate the sum of \$26,000 for the purpose of procuring a new ambulance and the purchase of the necessary equipment, technical facilities and supplies to meet the minimum requirements of the Rules and Regulations applicable to Emergency Medical Standards presently in effect and which must be fully adhered to on and after July 1, 1977; determine how said sum is to be raised and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$26,000. for the purpose of procuring a new ambulance and the purchase of the necessary equipment, technical facilities and supplies to meet the minimum requirements of the Rules and Regulations applicable to Emergency Medical Standards presently in effect and which must be fully adhered to on and after July 1, 1977; said sum to be raised from the current tax levy and to be expended under the supervision and direction of the Board of Selectmen.

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ARTICLE 38. To see if the Town will appropriate the sum of \$38,000. for the purpose of procuring, installing, and equipping a fully automated underground recreational and athletic irrigation system in the Norris Farm area so-called, under the jurisdiction of the School Committee or the Park and Recreation Commission, as the case may be; determine how said sum shall be raised and by whom expended; or take any other action relative thereto.

A motion to amend was offered by Mr. John C. Hatch.

MOVED: That the main motion under Article 38 be amended by deleting "the sum of \$38,000." and by inserting in place thereof "the sum of \$36,000."

Said motion was presented and it was

VOTED: That the main motion under Article 38 be amended by deleting "the sum of \$38,000." and by inserting in place thereof "the sum of \$36,000."

The main motion, as amended, was then presented and it was

VOTED: That the Town appropriate the sum of \$36,000. for the purpose of procuring, installing and equipping a fully automated underground recreational and athletic irrigation system in the Norris Farm area so-called, under the jurisdiction of the School Committee or the Park and Recreation Commission, as the case may be; said sum to be raised from the current tax levy and expended under the supervision and direction of the School Committee and the Park and Recreation Commission.

YES 124 — NO 80

ARTICLE 39. To see if the Town will appropriate the sum of \$5,500 for the purpose of fencing certain recreation areas under the jurisdiction of the Park and Recreation Commission; determine how said sum is to be raised and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$5,500. for the purpose of fencing certain recreation areas under the jurisdiction of the Park and Recreation Commission; said sum to be raised from the current tax levy and expended under the supervision and direction of the Park and Recreation Commission.

ARTICLE 40. To see if the Town will appropriate the sum of \$55,188 for the purpose of furnishing mental health services for the inhabitants of the Town of Needham through and in coordination with the Newton-Wellesley-Weston-Needham Area Mental Health and Retardation Program; determine how said sum shall be raised and how expended; or take any other action relative thereto.

Mrs. Ellen M. Canavan, Chairman of the Mental Health Services Study Committee, presented the proposal on behalf of the committee and urged adoption of the article to provide for better mental health services for the Town. Support was also offered by the Board of Health, Finance Committee, Hospital Trustees, and Needham Taxpayers' Association.

The motion was presented and it was

VOTED: That the Town appropriate the sum of \$55,188. for the purpose of furnishing mental health services for the inhabitants of the Town of Needham through and in coordination with the Newton-Wellesley-Weston-Needham Area Mental Health and Retardation Program; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Health.

ARTICLE 41. To see if the Town will vote to accept and approve the recommendation of the Regional Vocational School District Planning Committee established by vote under Article 49 of the 1974 Annual Town Meeting, that the Town of Needham discontinue its initial authorization to join with the Towns of

Dedham, Natick and Wellesley in the creation of a Regional Vocational School District under the provisions of Mass. G.L. Chap. 71, Secs. 14 and 14A, and Chap. 74, Sec. 4, and consistent with the most recent vote under Article 47 of the 1975 Annual Town Meeting hereby approves of the Committee's withdrawal and that its assignment under earlier votes of the Town be considered fully performed;

or take any other action relative thereto.

Mr. Donald Russell spoke on the motion and recommended that the Town discontinue the Committee and its authorization to join in the creation of a Regional Vocational School District, that the Town develop and expand its own vocational program.

The motion was presented and it was

VOTED: That the Town accept and approve the recommendation of the Regional Vocational School District Planning Committee established by vote under Article 49 of the 1974 Annual Town Meeting, that the Town of Needham discontinue its initial authorization to join with the Towns of Dedham, Natick and Wellesley in the creation of a Regional Vocational School District under the provisions of Mass. G.L. Chap. 71, Secs. 14 and 14A, and Chap. 74, Sec. 4, and consistent with the most recent vote under Article 47 of the 1975 Annual Town Meeting hereby approves of the Committee's withdrawal and that its assignment under earlier votes of the Town be considered fully performed.

ARTICLE 42. To see if the Town will adopt the following resolution:

"WHEREAS, Compulsory and binding arbitration for police and fire negotiations has been shown to undercut severely the powers of home rule by requiring an outside arbitrator to choose the final settlement; and

WHEREAS, The effect of the trial period of this law has been to undermine effective collective bargaining; and

WHEREAS, This law has contributed significantly to higher local budgets and increased property taxes by raising the level of all local wage settlements.

NOW THEREFORE, Be it resolved that the Needham Annual Town meeting hereby votes to convey to our elected state representatives and senators our desire that there be no extension of compulsory and binding arbitration beyond its termination date of June 30, 1977, so that final authority for determining local expenditures be returned to Town Meeting.";

that the Board of Selectmen furnish a copy of the within resolution to our representatives to the General Court and any other members of the General Court and Executive branches of State Government that the Board deems appropriate;

or take any other action relative thereto.

A motion to amend was offered by Mr. Donald Everett to add in the 4th paragraph, line 4 after the words "binding arbitration" the words "in its current form", but when motion to amend was put to a vote it failed to carry.

The main motion was presented and it was

VOTED: That the Town adopt the following resolution:

"WHEREAS, Compulsory and binding arbitration for police and fire negotiations has been shown to undercut severely the powers of home rule by requiring an outside arbitrator to choose the final settlement; and

WHEREAS, The effect of the trial period of this law has been to undermine effective collective bargaining; and

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WHEREAS, This law has contributed significantly to higher local budgets and increased property taxes by raising the level of all local wage settlements.

NOW THEREFORE, Be it resolved that the Needham Annual Town Meeting hereby votes to convey to our elected state representatives and senators our desire that there be no extension of compulsory and binding arbitration beyond its termination date of June 30, 1977, so that final authority for determining local expenditures be returned to Town Meeting.";

that the Board of Selectmen furnish a copy of the within resolution to our representatives to the General Court and any other members of the General Court and Executive branches of State Government that the Board deems appropriate.

Articles 43 and 44 approved unanimously on May 2, 1977.

ARTICLE 45. To see if the Town will vote to continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and recently continued by vote under Article 35 of the 1976 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

VOTED: That the Town continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and recently continued by vote under Article 35 of the 1976 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner.

ARTICLE 46. To see if the Town will vote to continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 37 of the 1976 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; said committee to report to the capital budget sub-committee and to the 1978 Annual Town Meeting or sooner; or take any other action relative thereto.

VOTED: That the Town continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 37 of the 1976 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; said committee to report to the capital budget sub-committee and to the 1978 Annual Town Meeting or sooner.

UNANIMOUS VOTE

Article 47 approved unanimously on May 2, 1977.

ARTICLE 48. To see if the Town will vote to transfer a sum of money from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1977-78. or take any other action relative thereto.

VOTED: That the Town authorize the transfer of \$900,000. from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1977-78.

UNANIMOUS VOTE

ARTICLE 49. To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting.
or take any other action relative thereto.

Under Article 49 Mr. John C. Hatch offered the following resolution:

MOVED:

R E S O L U T I O N
LOCAL AID

WHEREAS: Uncertainties about the sum of money allocated by the Commonwealth of Massachusetts in the various categories of local aid makes sound financial planning impossible for local officials; and

WHEREAS: Local aid is in many cases partial state funding of state mandated programs imposed without consent of local officials; and

WHEREAS: Local real estate taxes have been impacted to the breaking point by such mandated programs . . .

THEREFORE: Be it further resolved by the Needham Town Meeting that our elected state representatives and senators be urged to support an increase in the amount of local aid funding for fiscal 1978 at least sufficient to cover the increased costs of state mandated programs and inflation.

The motion was presented and it was unanimously

VOTED: That the following Resolution be adopted:

WHEREAS: Uncertainties about the sum of money allocated by the Commonwealth of Massachusetts in the various categories of local aid makes sound financial planning impossible for local officials; and

WHEREAS: Local aid is in many cases partial state funding of state mandated programs imposed without consent of local officials; and

WHEREAS: Local real estate taxes have been impacted to the breaking point by such mandated programs . . .

THEREFORE: Be it further resolved by the Needham Town Meeting that our elected state representatives and senators be urged to support an increase in the amount of local aid funding for fiscal 1978 at least sufficient to cover the increased costs of state mandated programs and inflation.

Under Article 49 Mr. John C. Hatch also offered the following resolution:

MOVED:

R E S O L U T I O N
STATE MANDATED PROGRAMS

WHEREAS: State mandated programs which are unfunded by the state represent in most cases continued erosion of home rule; and

WHEREAS: State mandated programs make little allowance for the individuality of local governments; and

WHEREAS: Such programs present an increasingly onerous burden on local budgets and on the property tax;

NOW THEREFORE: Be it further resolved by the Needham Town Meeting that our elected state representatives and senators be urged to work against the passage of all legislation imposing additional costs on local governments.

TOWN OF NEEDHAM

The motion was presented and it was

VOTED: That the following Resolution be adopted:

WHEREAS: State mandated programs which are unfunded by the state represent in most cases continued erosion of home rule; and

WHEREAS: State mandated programs make little allowance for the individuality of local governments; and

WHEREAS: Such programs present an increasingly onerous burden on local budgets and on the property tax;

THEREFORE BE IT FURTHER RESOLVED by the Needham Town Meeting that our elected state representatives and senators be urged to work against the passage of all legislation imposing additional costs on local governments.

The following resolution was offered by Dr. Vincent Nuccio on behalf of the Needham School Committee and it was unanimously

VOTED: That the following resolution honoring former School Committee members Virginia Hillegass and Norman Meier be adopted.

WHEREAS: Public service to a community is worthy of the highest recognition;

WHEREAS: Virginia Hillegass and Norman Meier served this community with distinction as members of the Needham School Committee for a period of six years, ending on April 11, 1977;

BE IT THEREFORE RESOLVED that this Town Meeting officially recognize their dedicated service by including this resolution in the official minutes of the meeting and expressing its appreciation to them and their families.

The following resolution was presented by Mr. John J. Gill, Town Meeting Member, Precinct J, and it was unanimously

VOTED:

WHEREAS: Mr. William A. Cross did render distinguished service to his adopted Town of Needham as a faithful Executive Secretary to the Board of Selectmen and as Town Counsel; and

WHEREAS: Said Mr. Cross did substantially contribute to the reputation of the Town of Needham as a well organized and well operated municipality; and

WHEREAS: Said Mr. Cross did faithfully, unselfishly and impartially devote and give of himself to his family, his community and to his friends; and

WHEREAS: Said Mr. Cross is loved and respected by his friends, his neighbors, and his associates in town government, as a true gentleman, be it therefore

RESOLVED: That the Town of Needham through its Town Meeting, herewith express its sincere appreciation of the dedication, competency and impartiality with which said Mr. Cross has discharged his duties. Be it further resolved that his wise counsel, his steadfast loyalty, his genial and generous discharge of every trust has been appreciated by the inhabitants of the Town of Needham.

BE IT FURTHER RESOLVED that this resolution be incorporated in the official records of this 1977 Annual Town Meeting, and that a copy thereof be transmitted to Mr. Cross.

At 11:30 P.M., Mr. Henry D. Hersey moved that the 1977 Annual Town Meeting be dissolved and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

